

FY 2019

CONGRESSIONAL BUDGET JUSTIFICATION

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

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OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

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APPROPRIATION LANGUAGE

For necessary expenses for the Occupational Safety and Health Administration, \$549,033,000, including not to exceed \$100,165,000, 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, 2018, 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

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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.

Note.—A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Continuing Appropriations Act, 2018 (Division D of P.L. 115–56, as amended). The amounts included for 2018 reflect the annualized level provided by the continuing resolution.

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ANALYSIS OF APPROPRIATION LANGUAGE

Language Provision	Explanation
Provided further, That not less than \$3,500,000 shall be for Voluntary Protection Programs.	This appropriation language directs OSHA to dedicate no less than \$3,500,000 per year for the purpose of administering the Voluntary Protection Programs (VPP), which promote effective worksite-based safety and health. In the VPP, management, labor, and OSHA establish cooperative relationships at workplaces that have implemented a comprehensive safety and health management system. Approval into VPP is OSHA's official recognition of the outstanding efforts of employers and employees who have achieved exemplary occupational safety and health.

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AMOUNTS AVAILABLE FOR OBLIGATION						
(Dollars in Thousands)						
	FY 2017 Enacted		FY 2018 Full Year C.R.		FY 2019 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	1,995	\$552,787	1,953	\$549,033	2,024	\$549,033
<i>Subtotal Appropriation</i>	<i>1,995</i>	<i>\$552,787</i>	<i>1,953</i>	<i>\$549,033</i>	<i>2,024</i>	<i>\$549,033</i>
Offsetting Collections From:						
Reimbursements	4	\$2,905	4	\$2,880	4	\$2,880
B. Gross Budget Authority	1,999	\$555,692	1,957	\$551,913	2,028	\$551,913
Offsetting Collections deduction:						
Reimbursements	-4	-\$2,905	-4	-\$2,880	-4	-\$2,880
C. Budget Authority Before Committee	1,995	\$552,787	1,953	\$549,033	2,024	\$549,033
Offsetting Collections From:						
Reimbursement	4	\$1,950	4	\$2,880	4	\$2,880
D. Total Budgetary Resources	1,999	\$554,737	1,957	\$551,913	2,028	\$551,913
Additional FTE Used (+) and Unobligated Balance Expiring (-)	16	\$71	0	\$0	0	\$0
E. Total, Estimated Obligations	2,015	\$554,666	1,957	\$551,913	2,028	\$551,913

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SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2018 Full Year C.R.	FY 2019 Request	Net Change
Budget Authority			
General Funds	\$549,033	\$549,033	\$0
Total	\$549,033	\$549,033	\$0
Full Time Equivalents			
General Funds	1,953	2,024	71
Total	1,953	2,024	71

Explanation of Change	FY 2018 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Increases:								
A. Built-Ins:								
To Provide For:								
Costs of pay adjustments	1,953	\$193,062	0	\$0	0	\$0	0	\$0
Personnel benefits	0	\$62,382	0	\$0	0	\$0	0	\$0
Employee health benefits	0	\$0	0	\$0	0	\$0	0	\$0
One day more of pay	0	\$0	0	\$0	0	\$954	0	\$954
Federal Employees' Compensation Act (FECA)	0	\$0	0	\$0	0	\$0	0	\$0
Benefits for former personnel	0	\$94	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$0	0	\$0	0	\$0	0	\$0
Transportation of things	0	\$2	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$24,546	0	\$0	0	\$239	0	\$239
Rental payments to others	0	\$0	0	\$0	0	\$0	0	\$0
Communications, utilities, and miscellaneous charges	0	\$2,358	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$671	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$1,032	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$0	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$59,189	0	\$0	0	\$0	0	\$0
Other Federal sources (Census Bureau)	0	\$0	0	\$0	0	\$0	0	\$0
Other Federal sources (DHS Charges)	0	\$1,163	0	\$0	0	\$0	0	\$0
Other goods and services from Federal sources	0	\$3,457	0	\$0	0	\$0	0	\$0
Research & Development Contracts	0	\$0	0	\$0	0	\$0	0	\$0
Operation and maintenance of facilities	0	\$0	0	\$0	0	\$0	0	\$0
Operation and maintenance of equipment	0	\$8,634	0	\$0	0	\$0	0	\$0
Supplies and materials	0	\$1,596	0	\$0	0	\$0	0	\$0

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FY 2019 Change

Explanation of Change	FY 2018 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Equipment	0	\$1,108	0	\$0	0	\$0	0	\$0
Grants, subsidies, and contributions	0	\$110,630	0	\$0	0	\$0	0	\$0
State Grant Administration	0	\$0	0	\$0	0	\$0	0	\$0
Insurance claims and indemnities	0	\$80	0	\$0	0	\$0	0	\$0
Built-Ins Subtotal	1,953	+\$470,004	0	\$0	0	+\$1,193	0	+\$1,193
B. Programs:								
Federal Enforcement	0	\$206,587	0	\$0	42	\$6,148	42	\$6,148
Compliance Assistance Specialist Positions	240	\$70,499	0	\$0	32	\$5,120	32	\$5,120
Programs Subtotal			0	\$0	74	+\$11,268	74	+\$11,268
Total Increase	1,953	+\$470,004	0	\$0	74	+\$12,461	74	+\$12,461
Decreases:								
A. Built-Ins:								
To Provide For:								
Federal Employees' Compensation Act (FECA)	0	\$1,100	0	\$0	0	-\$239	0	-\$239
Travel and transportation of persons	0	\$8,267	0	\$0	0	-\$148	0	-\$148
Other services from non-Federal sources	0	\$69,662	0	\$0	0	-\$806	0	-\$806
Built-Ins Subtotal	0	+\$79,029	0	\$0	0	-\$1,193	0	-\$1,193
B. Programs:								
Eliminate Training Grants	0	\$10,465	0	\$0	0	-\$10,465	0	-\$10,465
Eliminate Office of Evaluations	98	\$24,303	0	\$0	-3	-\$537	-3	-\$537
HR Consolidation	40	\$9,982	0	\$0	0	-\$266	0	-\$266
Programs Subtotal			0	\$0	-3	-\$11,268	-3	-\$11,268
Total Decrease	0	+\$79,029	0	\$0	-3	-\$12,461	-3	-\$12,461
Total Change	1,953	+\$549,033	0	\$0	71	\$0	71	\$0

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SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY								
(Dollars in Thousands)								
	FY 2017 Enacted		FY 2018 Full Year C.R.		FY 2019 Request		Diff. FY19 Request / FY18 Full Year C.R	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Safety and Health Standards	74	18,000	69	17,878	69	17,878	0	0
General Funds	74	18,000	69	17,878	69	17,878	0	0
Federal Enforcement	1,400	208,000	1,351	206,587	1,393	212,735	42	6,148
General Funds	1,400	208,000	1,351	206,587	1,393	212,735	42	6,148
Whistleblower Programs	120	17,500	121	17,381	121	17,381	0	0
General Funds	120	17,500	121	17,381	121	17,381	0	0
State Programs	0	100,100	0	100,165	0	100,165	0	0
General Funds	0	100,100	0	100,165	0	100,165	0	0
Technical Support	103	24,469	98	24,303	95	23,766	-3	-537
General Funds	103	24,469	98	24,303	95	23,766	-3	-537
Compliance Assistance-Federal	235	71,606	240	70,499	272	75,619	32	5,120
General Funds	235	71,606	240	70,499	272	75,619	32	5,120
Compliance Assistance-State Consultations	0	57,775	0	59,096	0	59,096	0	0
General Funds	0	57,775	0	59,096	0	59,096	0	0
Compliance Assistance-Training Grants	0	10,537	0	10,465	0	0	0	-10,465
General Funds	0	10,537	0	10,465	0	0	0	-10,465

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SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY								
(Dollars in Thousands)								
	FY 2017 Enacted		FY 2018 Full Year C.R.		FY 2019 Request		Diff. FY19 Request / FY18 Full Year C.R	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Safety and Health Statistics	35	34,750	34	32,677	34	32,677	0	0
General Funds	35	34,750	34	32,677	34	32,677	0	0
Executive Direction	44	10,050	40	9,982	40	9,716	0	-266
General Funds	44	10,050	40	9,982	40	9,716	0	-266
Total	2,011	552,787	1,953	549,033	2,024	549,033	71	0
General Funds	2,011	552,787	1,953	549,033	2,024	549,033	71	0

NOTE: 2017 reflects actual FTE.

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BUDGET AUTHORITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2017 Enacted	FY 2018 Full Year C.R.	FY 2019 Request	Diff. FY19 Request / FY18 Full Year C.R.
	Full-Time Equivalent				
	Full-time Permanent	1,995	1,953	2,024	71
	Reimbursable	4	4	4	0
	Total	1,999	1,957	2,028	71
	Average ES Salary	\$175,090	\$178,417	\$181,807	\$3,390
	Average GM/GS Grade	12/5	12/5	12/5	0
	Average GM/GS Salary	\$90,350	\$92,066	\$93,815	\$1,749
11.1	Full-time permanent	188,364	189,312	196,842	7,530
11.3	Other than full-time permanent	457	457	458	1
11.5	Other personnel compensation	3,194	3,293	3,293	0
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	192,015	193,062	200,593	7,531
12.1	Civilian personnel benefits	63,857	63,482	65,738	2,256
13.0	Benefits for former personnel	94	94	94	0
21.0	Travel and transportation of persons	7,197	8,267	9,521	1,254
22.0	Transportation of things	2	2	2	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	24,064	24,546	24,785	239
23.2	Rental payments to others	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	2,754	2,358	2,358	0
24.0	Printing and reproduction	671	671	671	0
25.1	Advisory and assistance services	1,599	1,032	1,234	202
25.2	Other services from non-Federal sources	69,931	69,662	68,674	-988
25.3	Other goods and services from Federal sources 1/	67,799	63,809	63,780	-29
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	9,157	8,634	8,634	0
26.0	Supplies and materials	1,666	1,596	1,596	0
31.0	Equipment	819	1,108	1,108	0
41.0	Grants, subsidies, and contributions	110,637	110,630	100,165	-10,465
42.0	Insurance claims and indemnities	525	80	80	0
	Total	552,787	549,033	549,033	0
	1/Other goods and services from Federal sources				
	Working Capital Fund	67,799	59,189	59,160	-29
	DHS Services	0	1,163	1,163	0
	Services by Other Government Departments	0	3,457	3,457	0

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

AUTHORIZING STATUTES

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

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

APPROPRIATION HISTORY					
(Dollars in Thousands)					
	Budget Estimates to Congress	House Allowance	Senate Allowance	Appropriations	FTE
2009					
Base Appropriation...1/2/	\$501,674		\$484,528	\$513,042	2,147
2010					
Base Appropriation	\$563,620	\$554,620	\$535,700	\$558,620	2,335
2011					
Base Appropriation...3/	\$573,096			\$558,619	2,300
2012					
Base Appropriation...4/	\$583,296		\$535,251	\$564,788	2,305
2013					
Base Appropriation...5/6/	\$565,468			\$535,246	2,239
2014					
Base Appropriation	\$570,519			\$552,247	2,235
2015					
Base Appropriation	\$565,010			\$552,787	2,224
2016					
Base Appropriation	\$592,071	\$535,000	\$524,476	\$552,787	2,173
2017					
Base Appropriation	\$595,023			\$552,787	1,995
2018					
Base Appropriation...7/	\$543,257	\$531,470			
2019					
Base Appropriation	\$549,033				2,024

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

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

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

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

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

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

7/ A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared.

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

OVERVIEW

Established in 1970 by the Occupational Safety and Health Act (OSH Act) (Public Law 91-596), the Occupational Safety and Health Administration's (OSHA) mission is to ensure employers provide safe and healthful working conditions for working men and women by setting and enforcing standards and by providing training, outreach, education, and assistance. OSHA seeks to prevent work-related injuries, illnesses, and deaths by encouraging employers to eliminate workplace hazards. The agency also is responsible for administering 22 whistleblower laws to prevent any person from discharging, or in any manner retaliating, against any employee who has exercised their rights under a covered Act.

Over the course of OSHA's history, the agency has applied a combination of strategies in working with employers and employees and has learned that using a balanced approach is the path to improving worker safety and health. OSHA utilizes various strategies including the following:

- Strong enforcement and deterrent strategies are used for dealing with employers who disregard their obligation under the OSH Act, especially those with a history of willful and repeat violations, and criminal violations.
- Compliance assistance, outreach programs, and training to encourage employers to exceed the minimum standards of the Act, and are targeted for those employers who strive for the safest workplaces but need some assistance.
- Voluntary and cooperative programs are available to employers who want to partner with OSHA to achieve and advocate for compliance. This includes recognition programs for those employers who go beyond the minimum requirements of compliance with standards to achieve excellence in workplace safety and health.

In FY 2019, OSHA is requesting \$549,033,000 and 2,024 FTE, which is the same funding as the FY 2018 Full Year Continuing Resolution (CR) level, but an increase of 71 FTE. The FY 2019 Budget request will support enhanced agency compliance assistance and outreach to employers and workers while maintaining a strong enforcement program. OSHA's request includes program increases totaling \$5,120,000 and 32 FTE for Federal Compliance Assistance to expand OSHA's training, outreach, compliance assistance, and cooperative programs, such as the Voluntary Protection Programs (VPP). The FY 2019 budget request also strengthens OSHA's commitment to compliance activities and provides the necessary resources for enforcement with an increase of \$6,148,000 and 42 compliance officer FTE for Federal Enforcement. The FY 2019 Budget request shifts \$10,465,000 from Susan Harwood Training Grants; \$537,000 from Technical Support; and \$266,000 from Executive Direction to support these requested increases.

OSHA will use four broad categories to guide its activities. Through compliance assistance, training and outreach; enforcement; and standards and guidance development, the agency promotes and improves overall compliance with workplace safety and health standards. Through whistleblower protection, OSHA also protects employees from retaliation and discrimination.

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Enforcement: Strong enforcement and deterrent strategies are used to address employers who disregard their obligation under the OSH Act, especially those with a history of willful and repeat violations, and criminal violations. While the agency recognizes the need to provide a balanced approach through different strategies for employers based on their commitment to workplace safety and health, enforcement is the underpinning of the OSH Act. Resources are necessary to support a credible enforcement presence, address negligent employers, and provide the appropriate “stick” to encourage some employers to move towards compliance. OSHA’s enforcement strategies target the most egregious and persistent violators through a combination of special enforcement programs and outreach initiatives. By reaching the most hazardous worksites, the agency not only helps secure safe and healthy workplaces and reduce workplace injuries, illnesses, and deaths, but also protects vulnerable workers who are most likely to work under hazardous conditions.

Compliance Assistance and Outreach: OSHA maintains a substantial and diverse compliance assistance program of outreach, training, guidance, and safety campaigns to provide extensive assistance to employers of all sizes, but particularly to small businesses. OSHA Compliance Assistance Specialists (CAS) work closely with a variety of stakeholders at the local level, including small businesses, trade associations, and community and faith-based groups to provide information in order to achieve compliance with the Act. CASs provide information to employers and employees about OSHA standards, provide educational programs on specific hazards or OSHA rights and responsibilities, and provide information on OSHA’s compliance assistance and training resources. They play a leading role in implementing and promoting OSHA’s cooperative programs, including VPP, Strategic Partnerships, and Alliances. OSHA works with businesses of all sizes through its cooperative programs to help prevent injuries, illnesses, and fatalities. The On-Site Consultation Program, the agency’s premier small business health and safety assistance program, provides free and confidential workplace safety and health advice to small and medium-sized businesses across the country, with priority given to high-hazard worksites.

Standards: OSHA will focus on regulatory activities consistent with the President’s Executive Order 13777 “Enforcing the Regulatory Reform Agenda” and Executive Order 13771 “Reducing Regulations and Controlling Regulatory Costs.” OSHA will seek to find the appropriate balance in responding to industry groups and other interested parties regarding standards, addressing new information about hazards and their effects, and the desire to streamline OSHA’s regulations to ensure standards are not burdensome or outdated.

Whistleblower Protection: This activity supports the enforcement of 22 whistleblower protection statutes, including Section 11(c) of the Occupational Safety and Health Act of 1970 (OSH Act). The whistleblower protection statutes administered by 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 from retaliation against any employee who has exercised their rights under the Act.

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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 2019 is \$17,878,000 and 69 FTE, which reflects level funding with the FY 2018 Full Year CR level.

Federal Enforcement: The Federal Enforcement budget activity request for FY 2019 is \$212,735,000 and 1,393 FTE, which includes an increase of \$6,148 and 42 FTE above the FY 2018 Full Year CR level.

Whistleblower Programs: The Whistleblower budget activity request for FY 2019 is \$17,381,000 and 121 FTE, which reflects level funding with the FY 2018 Full Year CR level.

State Programs: The State Programs budget activity request for FY 2019 is \$100,165,000, which reflects level funding with the FY 2018 Full Year CR level.

Technical Support: The Technical Support budget activity request for FY 2019 is \$23,766,000 and 95 FTE, which shifts \$537,000 and 3 FTE to support the requested increases.

Federal Compliance Assistance: The Federal Compliance Assistance budget activity request for FY 2019 is \$75,619,000 and 272 FTE, which includes an increase of \$5,120,000 and 32 FTE above the FY 2018 Full Year CR level.

State Compliance Assistance: The State Compliance Assistance budget activity request for FY 2019 is \$59,096,000, which reflects level funding with the FY 2018 Full Year CR level.

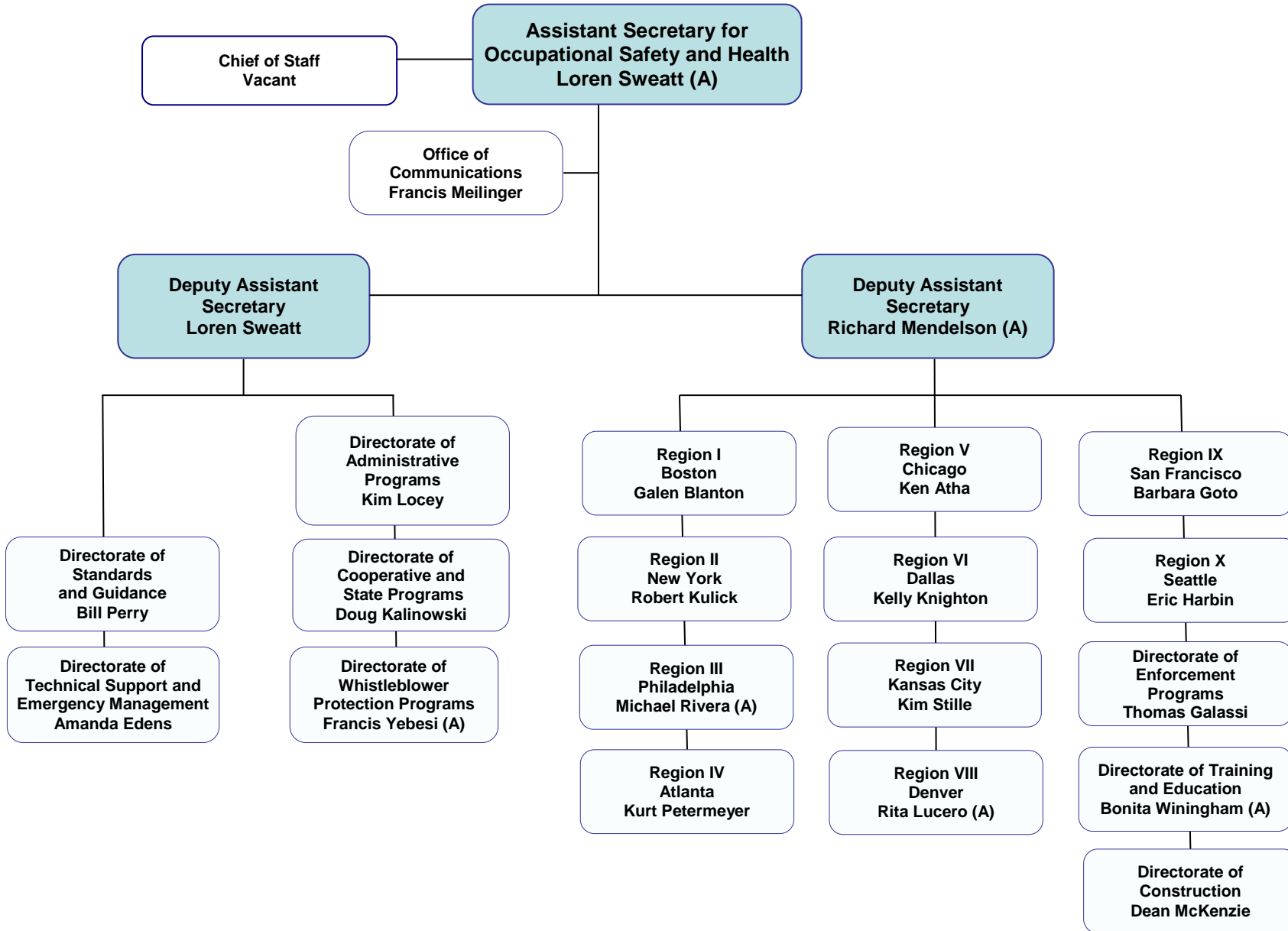
Training Grants: The Compliance Assistance Training budget activity request for FY 2019 is \$0, which shifts \$10,465,000 to support the requested increases.

Safety and Health Statistics: The Safety and Health Statistics budget activity request for FY 2018 is \$32,677,000 and 34 FTE, which reflects level funding with the FY 2018 Full Year CR level.

Executive Direction: The Executive Direction budget activity request for FY 2019 is \$9,716,000 and 40 FTE, which shifts \$266,000 to support the requested increases.

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

ORGANIZATION CHART



SAFETY AND HEALTH STANDARDS

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2017 Enacted	FY 2018 Full Year C.R.	FY 2019 Request	Diff. FY19 Request / FY18 Full Year C.R.
Activity Appropriation	18,000	17,878	17,878	0
FTE	74	69	69	0

NOTE: FY 2017 reflects actual FTE. Authorized FTE for FY 2017 was 70.

Introduction

Providing a safe and healthful workplace is the core mission of OSHA. To accomplish this mission, the agency uses both regulatory and non-regulatory approaches to address a broad array of workplace safety and health hazards. OSHA’s standards and guidance documents cover serious occupational safety and health hazards in a wide range of workplaces and industries, including construction, general industry, and maritime.

The standard-setting process is complex, carrying with it the force of law, involving multiple steps, and comprehensive review. OSHA’s rules must be accompanied by analyses to clearly characterize 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 reasonably necessary and appropriate. Such analyses require multiple opportunities to collect comments and information from the public and affected workers and industries, including a public hearing if requested by a stakeholder. OSHA’s scientific analyses that support rulemaking actions are often required to 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 impact on small businesses.

The agency's regulatory activities are also complemented by the development of non-regulatory guidance products that cover a wide variety of occupational safety and health hazards. Guidance products allow the agency to inform workers and employers about 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.

SAFETY AND HEALTH STANDARDS

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2014	\$20,000	96
2015	\$20,000	90
2016	\$20,000	85
2017	\$18,000	70
2018	\$0	0

NOTE: A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared.

FY 2019

In FY 2019, OSHA is requesting \$17,878,000 and 69 FTE for the Safety and Health Standards activity, which reflects level funding with the FY 2018 Full Year Continuing Resolution. OSHA will likely publish three final rules, including one on beryllium, and four proposed rules. The agency also will produce guidance documents, many to support activities under the Safe + Sound Campaign as well as to provide educational materials on a variety of safety and health hazards.

FY 2018

Figures shown for FY 2018 reflect the annualized Continuing Resolution level, as a full-year appropriation had not been enacted at the time the budget was produced. The Department will provide an Operating Plan after a full-year appropriation bill is enacted.

FY 2017

In FY 2017, OSHA published five final rules, including a final rule on beryllium covering general industry, construction and shipyards; a final rule on Walking-Working Surfaces and Personal Protective Equipment (Fall Protection systems); and a final rule rescinding a modification to the recordkeeping regulation (the Volks rule), which was overturned under the Congressional Review Act. OSHA also published two rules to extend the effective dates for the beryllium final rule in accordance with a Presidential directive as expressed in the memorandum of January 20, 2017, from the Assistant to the President and Chief of Staff, entitled “Regulatory Freeze Pending Review” (82 FR 8346, January 24, 2017). Additionally, the agency issued notices of proposed rulemaking on PortaCount Quantitative Fit-Testing Protocols, the Standards Improvement Project – Phase IV, and a proposal to amend the beryllium rules covering construction and shipyards. OSHA also published proposed delays in effective dates for beryllium, Crane Operator Certification, and Improve Tracking of Workplace Injuries and Illnesses recordkeeping regulations.

SAFETY AND HEALTH STANDARDS

Workload Summary

In FY 2018, OSHA projects that it will issue final rules on the Standards Improvement Project IV, a reconsideration of beryllium for the construction industry and shipyards, revised respirator fit-test methods, and a revision of the recordkeeping standard. The agency also plans to publish a proposed rule to update the hazard communication standard to align with the most current version of the Globally Harmonized System, a proposal to amend the beryllium rule for general industry, a proposal to update OSHA's powered industrial truck standard to include ANSI Consensus Standards, and a proposal to revise crane operator certifications in construction. Additionally, the agency plans to initiate one SBREFA review on communication towers and a number of requests for information to explore the need to update existing standards. Many of the agency's rulemaking activities are retrospective reviews to revise and update existing standards in ways that will better protect workers and, where possible, reduce burden on employers. OSHA plans to continue its regulatory review to identify additional opportunities for regulatory improvement. The agency also plans to produce 30 guidance documents, many to support activities under the Safe + Sound Campaign, and to provide educational materials on a variety of safety and health hazards.

In FY 2019, OSHA expects to release three final rules, including a final rule for beryllium in general industry. OSHA anticipates that this rulemaking will proceed fairly quickly with a proposal either late 2018 or very early 2019. The agency anticipates issuing four proposed rules. OSHA also anticipates initiating one SBREFA panel. More information about planned regulatory activities can be found in DOL's Unified Agenda of Regulatory and Deregulatory Actions. In FY 2019, OSHA plans to produce 30 educational guidance documents, many to support the agency's activities under the Safe + Sound Campaign, and provide educational materials on a variety of safety and health hazards, including radiation, agricultural hazards, exposure to hazardous chemicals, process safety management, and hazards in shipyards.

SAFETY AND HEALTH STANDARDS

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2017 Enacted	FY 2018 Full Year C.R.	FY 2019 Request	Diff. FY19 Request / FY18 Full Year C.R.
11.1	Full-time permanent	6,449	7,614	7,643	29
11.3	Other than full-time permanent	78	78	78	0
11.5	Other personnel compensation	148	165	165	0
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	6,675	7,857	7,886	29
12.1	Civilian personnel benefits	2,307	2,547	2,519	-28
13.0	Benefits for former personnel	14	14	14	0
21.0	Travel and transportation of persons	119	124	120	-4
22.0	Transportation of things	0	0	0	0
23.1	Rental payments to GSA	1,020	1,040	1,078	38
23.2	Rental payments to others	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	0	0	0	0
24.0	Printing and reproduction	514	214	214	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	826	906	871	-35
25.3	Other goods and services from Federal sources 1/	6,510	5,161	5,161	0
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	0	0	0	0
26.0	Supplies and materials	12	12	12	0
31.0	Equipment	3	3	3	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	0	0	0	0
	Total	18,000	17,878	17,878	0
	1/Other goods and services from Federal sources				
	Working Capital Fund	6,510	5,161	5,161	0

SAFETY AND HEALTH STANDARDS

CHANGES IN FY 2019

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Employee health benefits	0
One day more of pay	39
Federal Employees' Compensation Act (FECA)	-38
Benefits for former personnel	0
Travel and transportation of persons	-4
Transportation of things	0
Rental payments to GSA	38
Rental payments to others	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	-35
Working Capital Fund	0
Other Federal sources (Census Bureau)	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$0**

Net Program **\$0**

Direct FTE **0**

	Estimate	FTE
Base	\$17,878	69
Program Increase	\$0	0
Program Decrease	\$0	0

FEDERAL ENFORCEMENT

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2017 Enacted	FY 2018 Full Year C.R.	FY 2019 Request	Diff. FY19 Request / FY18 Full Year C.R.
Activity Appropriation	208,000	206,587	212,735	6,148
FTE	1,400	1,351	1,393	42

NOTE: FY 2017 reflects actual FTE. Authorized FTE for FY 2017 was 1,386.

Introduction

This activity reflects the authority vested in OSHA by Congress to enforce Federal workplace standards issued under the Occupational Safety and Health Act of 1970 (OSH Act). In order to ensure employers are in 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 were identified. OSHA utilizes a mix of unprogrammed inspections (complaints, including claims of imminent danger, and serious accidents involving fatalities, amputations, and in-patient hospitalizations) and programmed inspections (proactive approaches to specific workplace hazards or high-hazard workplaces identified by analyzing injury/illness data and emerging threats).

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

FEDERAL ENFORCEMENT

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2014	\$207,785	1,542
2015	\$208,000	1,541
2016	\$208,000	1,510
2017	\$208,000	1,386
2018	\$0	0

NOTE: A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared.

FY 2019

In FY 2019, OSHA requests \$212,735,000 and 1,393 FTE for the Enforcement activity, an increase of \$6,148,000 and 42 FTE from the FY 2018 Full Year Continuing Resolution level. The requested increase will support additional compliance safety and health officers (CSHOs) to provide a greater enforcement presence and provide enhanced technical assistance to employers who need help in understanding how to achieve compliance with OSHA standards. The increase will also allow the agency to continue its strong commitment to the enforcement of occupational safety and health standards and regulations as an effective deterrent to those employers who put their workers' lives at risk. OSHA plans to conduct 30,840 inspections and reach a goal of 46,573 enforcement units (EUs), shifting its focus to the highest-impact and most complex inspections at the highest-risk workplaces. The agency will continue to focus on balancing its safety-to-health inspection ratio, to ensure health issues are being identified as significant sources of serious hazards to workers in America.

In FY 2019, OSHA will continue to implement the new OSHA Weighting System (OWS) by which enforcement and other mission-critical field activities are weighed and measured. The focus of the weighted enforcement activity is on critical and strategic areas that will have the greatest impact in reducing workplace fatalities, injuries, and illnesses (i.e., programmed inspections in emphasis and high-hazards industries). In addition to weighted enforcement activity, the OWS weighs both essential enforcement support activities (e.g., severe injury reports) and compliance assistance activities (e.g., voluntary protection program assistance). This ensures that these mission-critical field activities are given equal measure when compared to enforcement activity. During FY 2018, OSHA initiated the OWS in parallel with the Enforcement Weighting System (EWS) and developed an action plan to have OWS fully implemented by October 1, 2018.

OSHA will use the new OWS to track total enforcement units (EUs), which distinguishes inspections in terms of complexity and mission-critical field activities. The OWS intends to increase the percentage of inspections with EUs greater than one to 45 percent. The agency is still assessing the effect of the new severe injury reporting requirement on agency resources, including its effect on total EUs. In FY 2019, the agency's EU value target is projected at

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46,573, a 12 percent increase over the enforcement units achieved in 2017. The agency will continue to analyze workplace safety and health data to better target interventions and initiatives.

OSHA anticipates that the response to severe injury reports (SIRs) will continue to affect inspection totals in FY 2019, resulting in an increase in unprogrammed activity. SIR inspections typically require double the amount of time to complete as programmed inspections, which will continue to reduce resources available for programmed emphasis areas in industries with targeted hazards. The agency will use Corporate Settlement Agreements (CSA) as a leverage tool to abate hazards company-wide for large employers who exhibit a pattern of non-compliance. The agency will also continue to use the Severe Violators Enforcement Program (SVEP) to target employers who have demonstrated recalcitrance or indifference to worker safety and health.

In FY 2019, OSHA will continue to use our key programs to help create the most impact on safety and health. The agency will focus on National, Regional, and Local Emphasis Programs (NEPs, REPs, and LEPs) to direct resources to industries with hazards that lead to severe injuries, illnesses, or death while balancing the requirement to respond to unprogrammed activity. The agency currently has nine active NEPs that focus on areas such as amputations, trenching, and chemical hazards. There are also REPs and LEPs that help Regions and Area Offices focus on hazards and industries unique to their jurisdiction.

FY 2018

Figures shown for FY 2018 reflect the annualized Continuing Resolution level, as a full-year appropriation had not been enacted at the time the budget was produced. The Department will provide an Operating Plan after a full-year appropriation bill is enacted.

FY 2017

OSHA conducted a total of 32,396 federal inspections (26,607 safety inspections and 5,789 health inspections). Those inspections generated a total of 41,591 EUs under the Enforcement Weighting System. There were 16,921 construction inspections, 242 maritime inspections, and 15,183 general industry inspections out of the total number of inspections. Most of the total inspections, 56 percent, were initiated by unprogrammed activity such as complaints, employer reported referrals, and fatalities/catastrophes.

OSHA used several programs in FY 2017 to help focus agency efforts and provide for maximum impact. OSHA's National, Regional, and Local Emphasis Programs directed enforcement resources to the most hazardous worksites and industries and addressed emerging threats to worker safety. In addition to strategic targeting, OSHA also relied on four active CSAs to abate hazards throughout the corporate structure of large employers who exhibit a pattern of non-compliance corporate-wide. The agency also used SVEP to target 138 new inspections of employers who have demonstrated recalcitrance or indifference to the OSH Act. These targeting efforts enabled the agency to direct key resources based on the safety and health conditions of workplaces. There were also 120 inspections of employers subsequently removed from SVEP.

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Workload Summary

OSHA will continue its strong commitment to and emphasis on the enforcement of standards and regulations that serve as an effective deterrent to employers who put their workers' lives at risk. The agency plans to build on current efforts to further achieve its priority of reducing workplace injuries, illnesses, and fatalities through a balanced approach of enforcement presence and enhanced technical assistance to employers who need help in understanding how to achieve compliance with OSHA standards.

With the requested funding of \$6,148,000 and 42 FTE in FY 2019, the agency plans to have additional CSHO hires to reach a target of 30,840 inspections and 46,573 enforcement units to ensure enforcement resources are used for the highest risk workplaces. The agency will continue to focus on balancing the safety-to-health inspection ratio, to ensure health issues are being identified as significant sources of serious hazards to workers in America. The FY 2019 inspection goal of 30,840 is an increase over FY 2018, in which the target goal was 30,000 inspections (24,000 safety inspection and 6,000 health inspections).

OSHA will launch the new OSHA Weighting System (OWS) in FY 2019 to track total enforcement units (EUs). OSHA's goal is to increase the percentage of inspections with EUs greater than one from 12 percent in FY 2018 to 45 percent. In FY 2019, the agency's EU value target is projected at 46,573, an increase from 41,591 in FY 2017 and FY 2018's goal of 36,600. The agency will continue to analyze workplace safety and health data to better target interventions and initiatives.

OSHA anticipates the response to severe injury reports (SIRs) will continue to affect inspection totals in FY 2019, resulting in more unprogrammed activity than programmed activity. SIR inspections typically require double the amount of time to complete as programmed inspections, which will continue to reduce resources available for programmed emphasis areas in industries with targeted hazards. Based on SIR data since FY 2014, OSHA anticipates receiving 11,000 severe injury reports in FY 2019, of which about 67 percent or 7,370 will be Rapid Response Investigations (RRI) and the remaining 33 percent or 3,630 will result in SIR inspections. The additional CSHO hires will help mitigate the effect of SIRs by focusing on the volume of RRI.

OSHA has designated an Agency Priority Goal (APG) of identifying and abating construction workplaces where trenching and excavation hazards exist because this is a very common hazard associated with construction fatalities. OSHA currently has an NEP in place that addresses hazards related to trenching and excavation. FY 2017 was used as the baseline for trenching and excavation hazard data. OSHA has set a goal to abate 1,270 trenching and excavation hazards in FY 2018 and 1,400 in FY 2019.

The Federal Agency total case rate for injuries and illnesses performance measure counts the total number of workers' compensation cases in Federal Agencies, including first aid. The Federal Agency lost time case rate for injuries and illnesses performance measure counts the number of cases with any time lost away from work beyond the date of the injury or illness. The Federal Agency total case rate performance measure was 2.00 in FY 2017, and is projected to be

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2.02 in FY 2018 and 1.94 in FY 2019. The Federal Agency lost time case rate performance measure was 1.07 in FY 2017 and is projected to drop to 1.06 in FY 2018 and 1.02 in FY 2019.

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BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2017 Enacted	FY 2018 Full Year C.R.	FY 2019 Request	Diff. FY19 Request / FY18 Full Year C.R.
11.1	Full-time permanent	129,663	127,454	131,949	4,495
11.3	Other than full-time permanent	219	219	220	1
11.5	Other personnel compensation	2,025	2,062	2,062	0
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	131,907	129,735	134,231	4,496
12.1	Civilian personnel benefits	43,531	42,644	44,094	1,450
13.0	Benefits for former personnel	34	34	34	0
21.0	Travel and transportation of persons	5,173	5,575	6,112	537
22.0	Transportation of things	0	0	0	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	8,442	8,611	8,652	41
23.2	Rental payments to others	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	1,438	1,058	1,058	0
24.0	Printing and reproduction	7	7	7	0
25.1	Advisory and assistance services	1,260	813	1,015	202
25.2	Other services from non-Federal sources	1,349	1,216	638	-578
25.3	Other goods and services from Federal sources 1/	12,465	14,706	14,706	0
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	752	1,089	1,089	0
26.0	Supplies and materials	812	723	723	0
31.0	Equipment	327	318	318	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	503	58	58	0
	Total	208,000	206,587	212,735	6,148
	1/Other goods and services from Federal sources				
	Working Capital Fund	12,465	13,895	13,895	0
	DHS Services	0	440	440	0
	Services by Other Government Departments	0	371	371	0

FEDERAL ENFORCEMENT

CHANGES IN FY 2019

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Employee health benefits	0
One day more of pay	642
Federal Employees' Compensation Act (FECA)	-41
Benefits for former personnel	0
Travel and transportation of persons	-64
Transportation of things	0
Rental payments to GSA	41
Rental payments to others	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	-578
Working Capital Fund	0
Other Federal sources (Census Bureau)	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$0**

Net Program **\$6,148**

Direct FTE **42**

	Estimate	FTE
Base	\$206,587	1,351
Program Increase	\$6,148	42
Program Decrease	\$0	0

WHISTLEBLOWER PROGRAMS

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2017 Enacted	FY 2018 Full Year C.R.	FY 2019 Request	Diff. FY19 Request / FY18 Full Year C.R.
Activity Appropriation	17,500	17,381	17,381	0
FTE	120	121	121	0

NOTE: FY 2017 reflects actual FTE. Authorized FTE for FY 2017 was 124.

Introduction

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

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2014	\$17,000	131
2015	\$17,500	135
2016	\$17,500	135
2017	\$17,500	124
2018	\$0	0

NOTE: A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared.

FY 2019

OSHA requests \$17,381,000 and 121 FTE for the Whistleblower Programs activity for FY 2019, which is the same level of funding as the FY 2018 Full Year Continuing Resolution. In FY 2019, OSHA will continue to build on improvements achieved in recent years. The agency expects to receive 3,400 docketed complaints and conduct approximately 3,000 whistleblower investigations. In addition to investigative duties, OSHA relies on program staff to complete a variety of essential customer service and administrative tasks, such as processing correspondence, screening new complaints, compiling responses to information requests, and processing requests under the Freedom of Information Act (FOIA) and Privacy Act (PA).

Due to the anticipated heavy workload, OSHA will address the efficiency and effectiveness of the program through improved procedures and by streamlining processes in order to establish a program that addresses quality and timeliness. To that end, OSHA will continue to look for opportunities to improve the investigative process as well as other administrative functions

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though through two pilot programs. Specifically, OSHA will continue to “test” new processes such as the Expedited Case Processing and the Administrative Dismissals Report of Investigation pilots, with the purpose of identifying steps in the investigative process that can be streamlined without compromising quality. Successful pilot programs will then be implemented nationwide and eventually incorporated into the Whistleblower Investigations Manual (WIM).

OSHA will continue to expand the use of Alternative Dispute Resolution (ADR) Program in FY 2019, as it has proven to be an effective alternative to traditional enforcement activities in resolving complaints of retaliation. The agency will also continue its efforts to improve the quality and efficiency of its Request for Review (RFR) process and to look for methods to address the anticipated increase in investigations under Section 1904.35(b)(1)(iv) of OSHA’s new recordkeeping rule.

In FY 2019, OSHA will continue to offer comprehensive training through webinars and in-person training courses at the OSHA Training Institute to provide staff with the most up-to-date techniques, strategies, and tools for conducting successful investigations. OSHA is also working with OSHA Education Centers to provide information to participants on strategies to create and maintain workplaces free of retaliation.

The agency will continue its outreach efforts of promoting compliance and encouraging employers to enjoy the benefits of having an anti-retaliation workplace, showcasing the “Recommended Practices Guidelines for Employers” document, as well as engaging in other outreach activities within the agency, the Department, and its federal partner agencies.

OSHA will continue to build its relationship with its relevant partner agencies. These collaborative efforts are paramount to a successful referral program where OSHA investigates allegations of workplace retaliation while the relevant partner agency investigates the underlying safety, security, or well-being allegations presented in the complaint.

FY 2018

Figures shown for FY 2018 reflect the annualized Continuing Resolution level, as a full-year appropriation had not been enacted at the time the budget was produced. The Department will provide an Operating Plan after a full-year appropriation bill is enacted.

FY 2017

In FY 2017, OSHA completed 3,348 investigations and significantly reduced the average age of pending investigations to 284 days, which exceeded its FY 2017 goal of 340 days or 19.7 percent. OSHA successfully launched a revised interactive Whistleblower Online Complaint Form, in both English and Spanish, which provides more information to users and significantly improves customer experience.

During FY 2017, OSHA made several improvements to the Whistleblower Protection Program. The agency delivered two training webinars regarding the Sarbanes-Oxley and the Consumer Financial Protection Acts. Another training webinar was conducted on the ADR Process. The

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Whistleblower Protection Program also assisted the OSHA Training Institute in the development of core courses, including the Legal Aspects and Settlement Techniques courses.

OSHA revised the WIM by identifying and streamlining processes to improve efficiency and effectiveness, and submitted it for clearance. In addition, the agency streamlined the RFR process, also referred to as the Section 11(c) appeals program, resulting in a significant reduction in the total inventory of cases pending review. OSHA established a number of pilot initiatives designed to improve the investigative process, which resulted in improving efficiencies while maintaining quality.

In January 2017, OSHA published the first-ever Recommended Practices for Employers for Addressing and Preventing Retaliation. This document assists employers in creating workplaces in which employees can voice their concerns without fear of retaliation. The recommendations are intended to apply to all public and private sector employers covered by the 22 whistleblower protection laws that OSHA enforces.

OSHA successfully completed the Whistleblower Program's regulatory agenda by issuing Final Rules for the Affordable Care Act (ACA) and the Moving Ahead for Progress in the 21st Century (MAP-21). The Agency continued to strengthen its relationship with its partner agencies, including holding meetings with each of these agencies and sharing information. OSHA entered into new and/or revised Memoranda of Understanding (MOUs) with three partner agencies ensuring continued inter-agency collaboration. The agency also participated in the Second Annual Inter-Agency Anti-Retaliation Roundtable with its sister agencies that have similar anti-retaliation/anti-discrimination programs.

Finally, the agency updated its information management system, enhancing functionality and data integrity, as well as its website's usability and format.

Workload Summary

The OSHA Whistleblower Protection Program is complaint-driven, and as such, the agency cannot accurately predict the number of new complaints that it receives each year. Over the past decade, the number of new whistleblower complaints filed with OSHA has grown steadily. The agency anticipates that the volume of incoming whistleblower complaints will continue to rise based on historical trends and has taken steps to address the anticipated workload.

In July 2017, OSHA revised its online complaint form, first launched in December 2013, to better filter complaints received by the agency. The revised form helps users file a complaint with the appropriate agency by guiding them through the process of filing their complaint by providing essential questions at the beginning so they can better understand and exercise their rights under relevant laws. One significant improvement to the system includes pop-up boxes with information about various agencies for individuals who indicate that they engaged in protected activity that may be addressed by an agency other than OSHA. In October 2017, OSHA issued enhanced "administrative closure" procedures, allowing for complaints filed under

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all statutes¹ to be closed without an investigation if the complaint was untimely or the agency lacked jurisdiction, provided it initially obtains a complainant's consent.

OSHA also receives several thousand complaints each year (over 5,200 in FY 2017) that are not appropriate for investigation, but must be nonetheless screened-out (administratively closed), documented, and referred to other agencies as appropriate. OSHA will continue to work on improving the efficiency of the administrative closure procedures, which will help the agency continue to complete the new complaint screening process in a timely fashion, despite a potential increase in the number of complaints received. OSHA will also continue to focus on establishing a reasonable balance between investigative quality and timeliness, so that the agency continues to meet performance targets without compromising the quality of investigations. The agency will continue to identify opportunities to further streamline processes and procedures while maintaining investigative quality and improving the time it takes to complete an investigation. For example, OSHA has been expanding the use of the Alternate Dispute Resolution (ADR) process, and is testing a number of streamlining procedures including an early case-closure policy, an ALJ-“kickout” pilot, and an abbreviated report writing pilot.

OSHA will also continue its focus on the Whistleblower Protection Program's Outreach Plan, establishing a roadmap for national and regional outreach activities to support the agency's mission of ensuring that workers' rights to raise concerns are protected. This plan focuses on training and educational opportunities for employers on these rights as well as the benefits of establishing an anti-retaliation culture in their workplaces and is promoting its publication “Recommended Practices for Anti-Retaliation Programs for Employers.” By working with and educating employers, OSHA will proactively work to prevent retaliation in the workplace, in order to reduce OSHA's overall caseload, inventory, and age of pending whistleblower investigations. OSHA will continue to look for opportunities to join the agency, the Department, and other federal Partner Agencies in alliance agreements and other outreach events.

¹ Before 10/1/17, only complaints under Section 11(c) of the OSH Act, the International Safe Container Act (ISCA), and the Asbestos Hazard Emergency Response Act (AHERA) were allowed to be administratively closed without an investigation. Effective 10/1/17, complaints under all of OSHA's 22 statutes now are eligible to be administratively closed if they meet the criteria.

WHISTLEBLOWER PROGRAMS

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2017 Enacted	FY 2018 Full Year C.R.	FY 2019 Request	Diff. FY19 Request / FY18 Full Year C.R.
11.1	Full-time permanent	11,617	11,557	11,600	43
11.3	Other than full-time permanent	3	3	3	0
11.5	Other personnel compensation	161	163	163	0
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	11,781	11,723	11,766	43
12.1	Civilian personnel benefits	3,880	3,848	3,854	6
13.0	Benefits for former personnel	8	8	8	0
21.0	Travel and transportation of persons	326	385	327	-58
22.0	Transportation of things	0	0	0	0
23.1	Rental payments to GSA	255	261	270	9
23.2	Rental payments to others	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	23	22	22	0
24.0	Printing and reproduction	0	0	0	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	3	9	9	0
25.3	Other goods and services from Federal sources 1/	1,210	1,112	1,112	0
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	0	0	0	0
26.0	Supplies and materials	13	13	13	0
31.0	Equipment	1	0	0	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	0	0	0	0
	Total	17,500	17,381	17,381	0
	1/Other goods and services from Federal sources				
	Working Capital Fund	1,210	1,107	1,107	0
	DHS Services	0	5	5	0

WHISTLEBLOWER PROGRAMS

CHANGES IN FY 2019

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Employee health benefits	0
One day more of pay	58
Federal Employees' Compensation Act (FECA)	-9
Benefits for former personnel	0
Travel and transportation of persons	-58
Transportation of things	0
Rental payments to GSA	9
Rental payments to others	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	0
Other Federal sources (Census Bureau)	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$0**

Net Program **\$0**

Direct FTE **0**

	Estimate	FTE
Base	\$17,381	121
Program Increase	\$0	0
Program Decrease	\$0	0

STATE PROGRAMS

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2017 Enacted	FY 2018 Full Year C.R.	FY 2019 Request	Diff. FY19 Request / FY18 Full Year C.R.
Activity Appropriation	100,100	100,165	100,165	0
FTE	0	0	0	0

Introduction

This budget activity supports activities by OSHA-approved State Plans, who are responsible for workplace safety and health for 40 percent of U.S. workers. State Plans provide for the development and enforcement of workplace safety and health standards, compliance assistance, and cooperative programs, including Voluntary Protection Programs (VPP). Twenty-two State Plans cover both private- and public-sector employees and six cover public-sector employees only. Section 23(g) of the Occupational Safety and Health Act of 1970 (OSH Act) authorizes the agency to award matching grants of up to 50 percent of the total operational costs to those states that meet the OSH Act’s criteria for establishing and implementing programs for standards and enforcement that are “at least as effective” as Federal OSHA’s program.

State Plan Programs support DOL’s strategic objective of securing safe and healthy workplaces, particularly in high-risk industries. State Plans conduct enforcement and regulatory activities, administer their own 11(c) whistleblower protection programs, perform a wide range of outreach and compliance-assistance activities, and foster cooperative-program participation. State Plans also provide extensive training programs for workers and small businesses. Private-sector consultation is provided in all of the State Plans either through participation in the separately funded Consultation program, authorized under Section 21(d) of the OSH Act or, in three states, through their State Plan 23(g) grant.

OSHA works with the State Plans to ensure safety and health policies of the State Plans are “at least as effective” as Federal OSHA’s policies. OSHA also ensures the State Plans use resources efficiently, Federal and State initiatives are consistent, and State Plans maintain strong consultation and compliance-assistance programs. To increase consistency in program operations, OSHA encourages State Plans to participate in the development of national worker protection policy. In furtherance of 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 and performance under the agreed-upon State Activity Mandated Measure (SAMM).

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

STATE PROGRAMS

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

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2014	\$100,000	0
2015	\$100,850	0
2016	\$100,850	0
2017	\$100,850	0
2018	\$0	0

NOTE: A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared.

FY 2019

In FY 2019, OSHA is requesting \$100,165,000 for the State Programs activity, a funding level the same as the FY 2018 Continuing Resolution. State Plans will continue to work with OSHA to use resources efficiently, ensure that Federal and State initiatives are consistent, and maintain strong consultation and compliance assistance programs. OSHA will also continue to encourage State Plan participation in the development of national policy.

In FY 2019, OSHA will conduct the Follow-up Federal Annual Monitoring Evaluation (FAMES) to assess FY 2018 State Plan operations. As the first part of a biennial process, these FAMES will evaluate the progress made by State Plans in addressing FY 2017 FAME findings and recommendations. Additionally, OSHA will review State Plan performance against negotiated metrics established in the 23(g) grants, the State Plan’s own annual performance plans, and agreed-upon State Activity Mandated Measures (SAMM).

FY 2018

Figures shown for FY 2018 reflect the annualized Continuing Resolution level, as a full-year appropriation had not been enacted at the time the budget was produced. The Department will provide an Operating Plan after a full-year appropriation bill is enacted.

FY 2017

In FY 2017, State Plans conducted a total of 43,551 inspections, with 33,487 safety inspections and 10,064 health inspections, an increase of 446 inspections from FY 2016. The increase in inspection activity has only been possible by the State Plans increasing state funding to overmatch the federal grant by a total of 68 percent in FY 2017 (State Plans overmatched by 67 percent in FY 2016).

In FY 2017, State Plans also completed a total of 1,222 Whistleblower investigations in a continued effort to protect workers from retaliation for reporting unsafe or unhealthy working conditions, or employer conduct that jeopardizes the safety and health of workers. This is an

STATE PROGRAMS

increase of 191 Whistleblower investigations from FY 2016. This increase was possible only because of an increase in state-overmatch funds.

OSHA has also continued to encourage State Plan participation in the development of national policy and adoption of federal program changes, and has required State Plans to effectively support national emphasis programs and other national initiatives. For example, 17 State Plans completed adoption of at least as effective recordkeeping standards and eight State Plans completed the legislative process to increase maximum penalties. State Plans are often able to promulgate standards that are more stringent than federal OSHA's standards. For example, 16 State Plans have some type of Safety and Health Management Systems (SHMS) requirements in place. State-specific initiatives, such as these, have helped pave the way for OSHA to advance guidance documents, policies and standards to address new issues concerning workers' safety and health.

In FY 2017, OSHA conducted the follow-up Federal Annual Monitoring Evaluation (FAMES) to assess FY 2016 State Plan operations. As the second part of a bi-annual process, these FAMES focused on tracking the progress made by State Plans in addressing FY 2015 FAME findings and recommendations. State Plans provided progress reports, as established through their corrective action plans, to demonstrate progress against deficiencies carried through the FY 2016 Follow-up FAMES. Additionally, OSHA reviewed State Plan outcomes against metrics established in the 23(g) grants, annual performance plans, and State Activity Mandated Measures (SAMM). Collectively, this information was used within the FAME process to evaluate State Plan effectiveness.

Workload Summary

Grants to State Plans under section 23(g) of the OSH Act cover salaries, fringe benefits, rent, equipment costs, and other expenses. Many State Plans routinely contribute more than the federal match (overmatch) of funds to their programs. These funds help State Plans meet the real costs of the program and promote a level of quality and consistency.

STATE PROGRAMS

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2017 Enacted	FY 2018 Full Year C.R.	FY 2019 Request	Diff. FY19 Request / FY18 Full Year C.R.
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
12.1	Civilian personnel benefits	0	0	0	0
41.0	Grants, subsidies, and contributions	100,100	100,165	100,165	0
	Total	100,100	100,165	100,165	0

STATE PROGRAMS

CHANGES IN FY 2019

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments \$0

One day more of pay 0

Grants, subsidies, and contributions 0

Built-Ins Subtotal \$0

Net Program \$0

Direct FTE 0

	Estimate	FTE
Base	\$100,165	0
Program Increase	\$0	0
Program Decrease	\$0	0

TECHNICAL SUPPORT

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2017 Enacted	FY 2018 Full Year C.R.	FY 2019 Request	Diff. FY19 Request / FY18 Full Year C.R.
Activity Appropriation	24,469	24,303	23,766	-537
FTE	103	98	95	-3

NOTE: FY 2017 reflects actual FTE. Authorized FTE for FY 2017 was 99.

Introduction

Technical Support is a necessary component of the agency’s enforcement and compliance assistance programs, including identifying hazardous substances and investigating workplace hazards. This activity also provides supports for other OSHA programs including standards development; cooperative programs; and emergency management.

Major component functions of this activity include:

- 1) Technical expertise and advice with respect to general industry, maritime, and construction issues;
- 2) Specialized engineering assistance and occupational medical advice to investigate and determine causes of major catastrophes, fatalities, and injuries at worksites;
- 3) Emergency preparedness, response/recovery, and management;
- 4) Technical and compliance assistance for outreach services and products to employers, employees, other government agencies, and non-government organizations;
- 5) Calibration and maintenance of hazard measurement instrumentation and technical equipment; and
- 6) Chemical analysis, material failure investigation, and sampling and analytical method development.

OSHA’s Technical Support activity provides necessary resources and tools to allow compliance officers to identify, investigate, and control workplace hazards; and allows agency personnel to assist employers with identifying and abating workplace hazards. To facilitate the evolving needs of industry and adaptation to changing technologies, OSHA’s Variance Program provides technical expertise to evaluate alternative compliance approaches that may be equally as effective as OSHA’s safety and health standards. Additionally, OSHA’s Nationally Recognized Testing Laboratory (NRTL) Program makes sure that independent third-party organizations are qualified to approve (i.e., test and certify) particular types of equipment to protect workers from hazards, such as electric shock, electrocution, explosions, burns, and fire.

TECHNICAL SUPPORT

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2014	\$24,344	113
2015	\$24,469	113
2016	\$24,469	108
2017	\$24,469	99
2018	\$0	0

NOTE: A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared.

FY 2019

In FY 2018, OSHA is requesting \$23,766,000 and 95 FTE for the Technical Support activity, which includes shifting \$537,000 to support OSHA's requested increases.

In FY 2019, OSHA will continue to use technical knowledge, sampling, and analytical technology for assessing physical, chemical, biological, and radiological hazards in the workplace. This work includes both developing and improving tools for workplace hazard assessment and providing expert field assistance in hazard exposure assessment and monitoring. The agency plans to develop new technical materials to support OSHA's enforcement and compliance assistance programs. Topics to be addressed include noise, fatigue, workplace violence, and medical management. Further, the agency will provide technical support for root-cause investigations of material failures, and perform modeling and analysis of chemical exposure data. In addition, OSHA will explore new ways to reach target audiences based on available data, such as the most common causes for fatalities, illnesses, and injuries in the workplace.

OSHA's field staff, supported by the agency's Health Response Team (HRT), is the agency's front line in conducting complex investigations, including responding to disasters, both natural and man-made. OSHA will continue to maintain its efforts to build the expertise of its internal staff by enhancing their technical knowledge to support the agency's overall readiness. OSHA Technical Support will be provided to the agency's field enforcement and compliance assistance programs, including process safety management and root-cause investigations of system failures involving fatalities and significant injuries. The agency will continue to develop and provide print and electronic technical information about hazards and abatement methods to field staff. Topics include chemical sampling, robotics and combustible dust as well as materials to support the implementation of the agency's internal safety and health management system.

In FY 2019, OSHA will continue to build and maintain its emergency preparedness and response capabilities by updating and testing agency and interagency plans; updating and developing online information, resources, and training for staff; enhancing OSHA's computer system for data collection and management during disaster response; and participating in disaster and infectious disease exercises with interagency partners and stakeholders. The agency also will continue to strengthen its preparedness, coordination, and collaboration within the government-wide emergency response community and enhance its implementation of the National Response

TECHNICAL SUPPORT

Framework and interagency response policy and plans, so that worker safety and health remains a top priority during emergency preparedness and response. Further, OSHA will continue to update and develop new print and electronic technical resources, as needed, such as web pages, guidance documents, and publications, for employers, workers, and stakeholders to increase their preparedness for natural and man-made disasters and emerging infectious diseases and protect the health and safety of workers during these events.

FY 2018

Figures shown for FY 2018 reflect the annualized Continuing Resolution level, as a full-year appropriation had not been enacted at the time the budget was produced. The Department will provide an Operating Plan after a full-year appropriation bill is enacted.

FY 2017

During FY 2017, the agency continued to develop and provide support for a variety of physical, chemical, biological, and radiological hazards by advancing new sampling and analytical technology in the areas of hazard assessment and providing expert assistance in air monitoring techniques. Topics addressed included determining the explosiveness of dusts, investigating the causes of material failures, investigating diacetyl exposure in coffee roasting worksites, and modeling chemical exposures. OSHA updated the OSHA Technical Manual (OTM), including updates on Heat Stress Illness, and developed guidance materials to foster consistent enforcement and compliance assistance efforts. OSHA supported the agency's enforcement efforts, particularly for hazards related to heat illness.

OSHA continued to invest in its emergency preparedness and response capabilities by providing training and online resources to its staff, improving the use of information-sharing resources, and addressing the collection of safety and health data. The agency built on and enhanced its integration into the government-wide emergency response community and its implementation of the National Response Framework so that the safety and health of response workers is always a top priority concern, as shown during OSHA's technical assistance and support of the responses to and recoveries from Hurricanes Harvey, Irma, and Maria.

In addition, OSHA continued its coordination with other government agencies to protect front-line workers from emerging infectious diseases, including: Ebola, Middle East Respiratory Syndrome Coronavirus, Zika, Q Fever, and Highly Pathogenic Avian Influenza viruses. OSHA supported agency field staff in their emergency response activities with laboratory services, equipment, and technical resources. In addition, the agency developed products such as forklift and wire rope worker safety and health information tools and resources. OSHA also enhanced its internal Safety and Health Management System Program by updating policy for lockout/tagout, fall protection, electrical hazards, and self-sampling, and developed conversation guides to enhance training on three topics, including vehicle safety.

TECHNICAL SUPPORT

Workload Summary

In FY 2017, OSHA supported enforcement and compliance assistance operations by servicing approximately 11,841 pieces of equipment, and receiving and analyzing 17,020 samples in its technical centers.

In FY 2018, OSHA will continue to investigate and use new sampling and analytical technology in hazard assessment and provide expert assistance in a variety of technical-support activities. The agency is developing print and electronic technical products to help employers and workers address a variety of physical, chemical biological and radiological hazards. Further, OSHA will provide support for its enforcement and compliance assistance operations by servicing approximately 12,000 pieces of occupational safety and health technical equipment and receiving and analyzing approximately 18,000 samples in its technical centers.

In FY 2019, OSHA will continue to support enforcement and compliance assistance operations with all available resources and share information about workplace hazards and abatement with internal and external audiences. OSHA's Salt Lake Technical Center (SLTC) estimates that it will analyze approximately 18,000 industrial hygiene samples. SLTC will continue to increase efficiency in lab operations through the development of improved methods and sample processing procedures as well as leveraging technology to improve communication with field staff on sampling support. The HRT will provide expert assistance to enforcement and compliance assistance staff, and be available to provide support to other federal and state agencies on myriad chemical, physical, and biological hazards. The agency will also continue to provide coordination, technical assistance, and support for emergency preparedness, disaster response and recovery, and infectious disease preparedness and response.

In FY 2019, the Cincinnati Technical Center (CTC) will continue to support the agency's enforcement and On-site Consultation programs. CTC will service approximately 12,000 pieces of occupational safety and health technical equipment. CTC will also add additional systems, processes, and procedures allowing for the handling of equipment in-house versus sending it to an outside source.

TECHNICAL SUPPORT

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2017 Enacted	FY 2018 Full Year C.R.	FY 2019 Request	Diff. FY19 Request / FY18 Full Year C.R.
11.1	Full-time permanent	9,291	9,709	9,432	-277
11.3	Other than full-time permanent	0	0	0	0
11.5	Other personnel compensation	261	294	294	0
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	9,552	10,003	9,726	-277
12.1	Civilian personnel benefits	3,107	3,182	3,083	-99
13.0	Benefits for former personnel	0	0	0	0
21.0	Travel and transportation of persons	213	220	206	-14
22.0	Transportation of things	0	0	0	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	3,438	3,507	3,515	8
23.2	Rental payments to others	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	329	328	328	0
24.0	Printing and reproduction	0	0	0	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	1,120	956	830	-126
25.3	Other goods and services from Federal sources 1/	5,776	4,654	4,625	-29
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	124	274	274	0
26.0	Supplies and materials	615	684	684	0
31.0	Equipment	195	495	495	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	0	0	0	0
	Total	24,469	24,303	23,766	-537
	1/Other goods and services from Federal sources				
	Working Capital Fund	5,776	4,272	4,243	-29
	DHS Services	0	68	68	0
	Services by Other Government Departments	0	314	314	0

TECHNICAL SUPPORT

CHANGES IN FY 2019

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Employee health benefits	0
One day more of pay	48
Federal Employees' Compensation Act (FECA)	-8
Benefits for former personnel	0
Travel and transportation of persons	-5
Transportation of things	0
Rental payments to GSA	8
Rental payments to others	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	-43
Working Capital Fund	0
Other Federal sources (Census Bureau)	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$0**

Net Program **-\$537**

Direct FTE **-3**

	Estimate	FTE
Base	\$24,303	98
Program Increase	\$0	0
Program Decrease	-\$537	-3

COMPLIANCE ASSISTANCE - FEDERAL

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2017 Enacted	FY 2018 Full Year C.R.	FY 2019 Request	Diff. FY19 Request / FY18 Full Year C.R.
Activity Appropriation	71,606	70,499	75,619	5,120
FTE	235	240	272	32

NOTE: FY 2017 reflects actual FTE. Authorized FTE for FY 2017 was 238.

Introduction

Federal Compliance Assistance supports agency programs that deliver targeted outreach and assistance to employers and their employees, including small businesses; and promotes cooperative relationships with, and recognition of, employers and organizations. Through these programs, OSHA provides information, publications, training, and other resources to help employers comply with the OSH Act and improve their workplaces. This activity also funds agency training aimed at improving the technical skills of the agency’s inspectors and investigators.

The agency recognizes that the vast majority of employers want to do the right thing and protect their employees from harm on the job. OSHA is committed to providing these employers with the technical assistance, compliance assistance, educational materials and training necessary to accomplish this task. Companies that comply with OSHA requirements and implement safety and health programs see the benefits of improved safety and health performance, reduced workers’ compensation and other costs, and a better bottom line. Through its outreach activities, including the Safe + Sound campaign, and online tools, such as the \$afety Pays program, OSHA continues to educate employers and employees. Through its cooperative and recognition programs, OSHA is able to work with industry organizations and employers to promote best practices, improve workplace safety and health, and recognize employers that have achieved safety and health excellence.

Compliance assistance activities include:

- 1) Providing assistance and programs to address the needs of small businesses and their employees;
- 2) Developing compliance assistance materials, including hazard and industry-specific guidance for methods of complying with OSHA standards and ensuring a safe workplace;
- 3) Providing outreach and information through a variety of channels, including OSHA’s website, targeted information and outreach campaigns, publications and guidance documents, social media, as well as the National Contact Center and the e-correspondence system;
- 4) Supporting Compliance Assistance Specialists and other field staff who provide outreach directly to employers and employees;
- 5) Administering the Voluntary Protection Programs (VPP), which recognizes employers and workers in industry and federal agencies who have implemented effective safety and

COMPLIANCE ASSISTANCE - FEDERAL

health management systems and who maintain injury and illness rates below the national average for their industries;

- 6) Providing opportunities through Alliances and Strategic Partnerships to work cooperatively with small businesses, trade associations, universities, unions, and professional organizations to promote workplace safety and health and provide compliance assistance in their industries;
- 7) Providing training through the OSHA Training Institute (OTI) to increase the technical safety and health competence of OSHA's compliance officers, as well as other federal, state and private-sector employees; and
- 8) Administering the OTI Education Centers Program and Outreach Training Program.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2014	\$69,433	262
2015	\$68,433	254
2016	\$68,433	247
2017	\$70,981	238
2018	\$0	0

NOTE: A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared.

FY 2019

OSHA requests \$75,619,000 and 272 FTE for the Compliance Assistance – Federal activity for FY 2019, which includes a program increase of \$5,120,000 that supports 24 Compliance Assistance Specialist (CAS) positions and eight staff directly assigned to support VPP.

Since 2013, OSHA has eliminated 33 CAS positions due to budget constraints, impacting the agency's ability to provide outreach, training, and assistance to employers in the regulated community. Restoring 24 CAS positions to OSHA's field offices will enable the agency to increase both the number of outreach and compliance assistance activities and the number of participants in its signature cooperative programs (i.e., Strategic Partnership Program, Alliance Program, and VPP). In turn, OSHA will broaden its reach, assistance, and support to small businesses and other employers working to comply with OSHA requirements and protect their workers. OSHA will also increase the number and variety of trade associations, organizations, and employers it engages with directly through its cooperative programs, facilitating joint-outreach initiatives and activities that are more targeted and better meet the needs of workers.

Increased CAS staffing will also allow the agency to increase its work with high-hazard industries, such as the construction, and oil and gas extraction industries, and provide more effective outreach at the local level to help employers comply with OSHA regulations. By filling the CAS positions, OSHA will also be able to provide more training sessions for employers and workers.

COMPLIANCE ASSISTANCE - FEDERAL

The addition of eight FTE for VPP will enable the agency to dedicate one staff person in every OSHA region. Additionally, OSHA will review and process new and reapproval applications, and provide support to implement improvements identified through stakeholder meetings and reviews of best practices of current VPP participants. It will allow OSHA to ensure the quality and integrity of existing VPP participants through the renewal process, while increasing capacity to bring in new participants, and addressing the current backlog of VPP applications. With the addition of 24 CAS and 8 VPP staff, OSHA anticipates approving 155 new VPP sites and reapproving 395 sites in FY 2019, with the potential to grow as newly hired staff gain knowledge and experience.

OSHA also uses Compliance Assistance activity resources to support the OSHA Training Institute (OTI). It will continue to use a portion of the requested funding to develop new training courses for compliance officers and consultation personnel, and redesign existing ones through the OTI. Newly hired compliance officers undergo a mandatory three-year-training program to ensure competence and professionalism in conducting safety and health inspections. OTI will continue to offer technical and advanced occupational safety and health courses to develop senior compliance officers and consultants. Training will include such areas as fall protection, process safety management, combustible dust, oil and gas hazards, machine guarding, and confined spaces.

The agency will continue to develop the whistleblower investigators training program in FY 2019. The agency will ensure that Federal OSHA and State Plan whistleblower investigators have the necessary training and expertise to investigate complaints under the multiple statutes OSHA has the responsibility to administer. OSHA will continue to train whistleblower investigators in investigation fundamentals, interviewing, legal concepts, and complaint resolutions. In FY 2019, OSHA will develop a report-writing course for the whistleblower program that will include business writing and evidentiary documentation.

OSHA will continue to support supervisory and managerial development through the agency's managerial training program. This program provides new supervisors and managers with foundational information and skills to be effective leaders in their new positions. OSHA will continue to offer the existing courses and will develop two new courses that focus on supervisory and communication skills.

The agency will continue to utilize distance learning technologies to provide cost-effective information and training to field staff. OSHA will use webinars to provide staff timely information on emergency issues, hazards, and controls. Staff will continue to develop safety and health knowledge through OTI's on-demand, online courses. Short, how-to training resource videos will be developed to supplement training to the field compliance staff.

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

COMPLIANCE ASSISTANCE - FEDERAL

FY 2018

Figures shown for FY 2018 reflect the annualized Continuing Resolution level, as a full-year appropriation had not been enacted at the time the budget was produced. The Department will provide an Operating Plan after a full-year appropriation bill is enacted.

FY 2017

OSHA continued to seek out and establish Alliances, Strategic Partnerships, and other cooperative relationships with organizations to better reach businesses and employees. Specifically, OSHA worked with two high-hazard industries (food processing and wireless tower erection) to develop OSHA Strategic Partnerships to improve safety in workplaces. The agency also continued to improve VPP in FY 2017 with special emphasis on program consistency and oversight, data integrity, and reevaluation of policies for VPP sites with injury and illness rates higher than industry averages.

The agency organized and accomplished numerous outreach events, including several highly visible national and regional outreach campaigns. OSHA planned and conducted an inaugural Safe + Sound Week in June 2017 to raise awareness about the benefits of workplace safety and health programs and in support of the agency's Safe + Sound Campaign. OSHA worked with key co-sponsors and industry partners to develop and disseminate tools and resources for use by small and medium-sized businesses that were interested in taking small but impactful steps toward adopting a workplace safety and health program. OSHA also held its 4th annual National Safety Stand-Down to Prevent Falls in Construction in May 2017. Participation in this event has grown annually and continues to be an effective method for OSHA to engage with employers and employees at all levels, with an emphasis on OSHA's participation in local events sponsored by construction employers. OSHA's regional offices conducted a variety of successful outreach initiatives, including the Philadelphia Region's Focus Four Campaign, the Atlanta Region's Workzone Safety Initiative, and a Grain Engulfment Prevention Stand-Down in the Dallas and Kansas City Regions.

OSHA also developed resources and conducted outreach to help employers comply with new and revised regulations, including the silica standard. For example, the agency developed small-entity compliance guides, fact sheets, frequently asked questions (FAQs), and other resources to help small businesses comply with the silica standard. OSHA national, regional, and area office staff also participated in industry and trade organization meetings, conferences, and events to clarify the silica standard's requirements and current agency enforcement policy, and respond to individual questions about compliance, particularly among construction employers.

Ensuring Federal OSHA and State Plan enforcement personnel have the necessary training and expertise to investigate occupational safety and health complaints and evaluate hazards in new work processes remained a priority for the agency. Consultation staff need similar training to advise employers on corrective actions to protect workers. The agency continued to train enforcement and consultation personnel as well as redesign existing curriculum to enhance learning.

COMPLIANCE ASSISTANCE - FEDERAL

In FY 2017, OSHA continued to implement the whistleblower investigator mandatory training program through OTI. The agency offered the first complaint resolution and settlement negotiation course in addition to the continued offering of the existing introductory course. Development of additional courses also continued. The agency also focused on the development of OSHA's supervisory and management staff in the areas of coaching, supervisory development, leadership assessment, and resource management.

Workload Summary

With the additional funding requested in FY 2019, OSHA will expand its compliance assistance and outreach activities focusing on high-hazard industries and small- and medium-sized businesses. OSHA will use data to identify emerging issues and launch new outreach efforts at the national and regional levels to address those issues. The agency will continue to focus outreach and other cooperative program efforts in six key areas: construction, health care, oil and gas explorations, communication tower erection and maintenance, grain handling, and temporary workers.

Recognizing that many workers entering the construction industry are coming from career and technical education (CTE) programs, OSHA will continue to expand its work at the national and local level to enhance safety and health training in these programs and will host a Youth Summit with its partners in DOL, the Department of Education, CTE Student Organizations (e.g., Skills USA), and other associations that include CTE program administrators and educators. The agency will also continue to pursue a national cooperative effort on health care, bringing together and working with industry leaders on a focused effort to improve safety culture in this industry sector. In anticipation of increased infrastructure work, OSHA will increase outreach on highway workzone safety, including promoting Roadway Work Zone Week with the Department of Transportation, and form cooperative relationships to address other topics related to infrastructure construction.

OSHA's request for \$5,120,000 and 32 FTE to restore 24 Compliance Assistance Specialists (CAS) and eight VPP positions in FY 2019 will result in more outreach activities across the Nation. Many of these activities may be conducted in conjunction with its cooperative program partners in support of OSHA's national and local initiatives, further expanding the reach and impact of these activities.

With increased staffing, CASs will be better able to meet directly with employers, community groups, and professional associations to ensure they have the tools they need to provide a safe workplace for their workers. Increased staffing will provide more effective outreach at the local level to help employers comply with OSHA regulations (e.g., silica, walking-working surfaces, confined spaces in construction, etc.). CASs will also be able to provide more training sessions for employers and workers to replace training previously developed through the Susan Harwood Training Grant Program. OSHA estimates that with the increased funding and FTE, it will train almost 275,000 people through its compliance assistance and cooperative program activities in FY 2019. This represents a 29 percent increase over FY 2018 and will result in more than

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1,200,000 people being trained by OSHA through its training programs and centers, CASs, and cooperative program partners.

In FY 2017, OSHA's Compliance Assistance Specialists and other field staff conducted more than 5,300 outreach activities reaching more than 3.6 million people. OSHA also collaborated with its cooperative partners to develop industry-sector specific outreach opportunities and address critical hazards in selected high-hazard industries, such as construction and oil and gas.

OSHA continued to establish Alliances, Strategic Partnerships, and other cooperative relationships with organizations to better reach small businesses and workers within priority industries and populations. In FY 2017, OSHA signed 10 new Strategic Partnerships and 18 new Alliances and expects sign 11 new Partnerships and 16 Alliances in FY 2018.

Restoring 24 CAS positions to OSHA's field offices will enable the agency to significantly increase the number of outreach activities and the number of participants in its cooperative programs. The agency will work with employers, trade and professional associations, unions, and other groups to establish 18 new Strategic Partnerships and 21 Alliances in FY 2019. OSHA expects to sign additional Partnerships and Alliances that align with OSHA's strategic priorities.

In FY 2017, OSHA approved 78 Voluntary Protection Programs (VPP) sites and reapproved 256 sites. Those numbers will increase in FY 2018 to 95 new sites and 285 reapprovals. With the addition of 8 VPP staff, one in each region, in FY 2019, the agency will be able to recognize more VPP sites, including 155 new sites and 395 renewals for an overall increase of 170 sites or 31 percent.

In FY 2019, OSHA will continue to make effective use of its Special Government Employees (SGE), including adding more of these individuals to the onsite evaluation teams. In FY 2018, with the continued increase in SGE activities, OSHA hopes to reduce the VPP new application backlog while continuing to improve the quality and integrity of the program through activities such as refining how to effectively monitor VPP participants subject to OSHA's process safety management (PSM) standard.

In FY 2018, OSHA will continue presenting basic and advanced occupational safety and health courses for Federal and state compliance personnel and state consultation staff, including mandatory training for newly hired compliance officers, technical courses for journey-level compliance officers and training for whistleblower investigators. The agency will continue to document courses taught by OTI and use data from its internal evaluation processes to make continuous improvements in course curriculum. In addition to instructor-led courses, OTI will present webinars and online training that support agency goals and priorities and meet the needs of OSHA staff. OTI will leverage the agency's resources by increasing the participation of expert staff from the OSHA national and field offices. These subject matter experts have the specialized knowledge that is important to maintaining quality training course curricula and to providing the agency's perspective on safety and health issues.

In FY 2017, OSHA continued its compliance assistance efforts by supporting OSHA Training Institute's (OTI) Education Centers in the delivery of approximately 50 training courses. These

COMPLIANCE ASSISTANCE - FEDERAL

courses provided occupational safety and health training to employers and employees. OSHA supported OTI Education Centers by providing curriculum for a new scaffolding safety course. Additionally, the agency supported compliance and assistance efforts through the development of new training materials for outreach trainers to use for high-risk industries and populations. This includes the addition of the Fundamentals of Safety Leadership module to the construction-outreach training curriculum. The OTI Education Centers and the Outreach Training Program increased training opportunities for employers and workers in both the private and public sectors.

In FY 2019, OSHA will continue to support the OTI Education Centers Program and the Outreach Training Program by continuing course offerings needed to meet the goals of the agency and the Department, targeting high-risk industries and at-risk populations. These courses and programs will provide increased training opportunities for more than 900,000 private sector and other government personnel. The OTI Education Centers and Outreach Training Programs are funded through revenues generated through course fees; only program oversight is funded through the Federal budget. Increases in training targets for the OTI Education Centers and the Outreach Training Programs are based on recent performance outcomes of these programs.

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BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2017 Enacted	FY 2018 Full Year C.R.	FY 2019 Request	Diff. FY19 Request / FY18 Full Year C.R.
11.1	Full-time permanent	23,129	23,727	26,932	3,205
11.3	Other than full-time permanent	82	82	82	0
11.5	Other personnel compensation	425	425	425	0
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	23,636	24,234	27,439	3,205
12.1	Civilian personnel benefits	8,354	8,344	9,261	917
13.0	Benefits for former personnel	38	38	38	0
21.0	Travel and transportation of persons	1,142	1,730	2,528	798
22.0	Transportation of things	2	2	2	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	10,144	10,347	10,488	141
23.2	Rental payments to others	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	594	594	594	0
24.0	Printing and reproduction	150	450	450	0
25.1	Advisory and assistance services	22	22	22	0
25.2	Other services from non-Federal sources	1,379	923	982	59
25.3	Other goods and services from Federal sources 1/	25,276	23,072	23,072	0
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	688	562	562	0
26.0	Supplies and materials	91	91	91	0
31.0	Equipment	68	68	68	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	22	22	22	0
	Total	71,606	70,499	75,619	5,120
	1/Other goods and services from Federal sources				
	Working Capital Fund	25,276	21,808	21,808	0
	DHS Services	0	630	630	0
	Services by Other Government Departments	0	634	634	0

COMPLIANCE ASSISTANCE - FEDERAL

CHANGES IN FY 2019

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Employee health benefits	0
One day more of pay	120
Federal Employees' Compensation Act (FECA)	-141
Benefits for former personnel	0
Travel and transportation of persons	-12
Transportation of things	0
Rental payments to GSA	141
Rental payments to others	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	-108
Working Capital Fund	0
Other Federal sources (Census Bureau)	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$0**

Net Program **\$5,120**

Direct FTE **32**

	Estimate	FTE
Base	\$70,499	240
Program Increase	\$5,120	32
Program Decrease	\$0	0

COMPLIANCE ASSISTANCE – STATE CONSULTATION

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2017 Enacted	FY 2018 Full Year C.R.	FY 2019 Request	Diff. FY19 Request / FY18 Full Year C.R.
Activity Appropriation	57,775	59,096	59,096	0
FTE	0	0	0	0

Introduction

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

OSHA’s On-Site Consultation Program focuses on high hazard worksites in the General Industry, Construction, Manufacturing, Agriculture, and Maritime sectors of the economy. To prioritize On-Site Consultation Projects, OSHA designated “Emphasis Industries” to include: residential construction; commercial construction; highway construction; nursing homes and residential care; sites that require process safety management; and primary metals industries. In addition to onsite visits by the program’s safety and health professionals, the On-Site Consultation Program also offers compliance assistance in the form of training and assistance, and shares valuable workplace safety and health resources with small businesses.

By strategically scheduling consultation visits and outreach efforts in high-risk areas, the On-Site Consultation Program can leverage other OSHA resources and efforts to have the greatest effect on overall compliance. With more employers in compliance, workplace injuries, fatalities, and illnesses decline, as do costs associated with lost productivity and workers’ compensation claims. The Consultation Program allows small business owners and entrepreneurs to access key services that will protect workers, reduce expenses, and position small businesses to take advantage of new opportunities and markets as the economy continues to improve. The On-Site Consultation Program encourages companies to voluntarily adopt recommended hazard reduction strategies, implement a structured safety and health management system, and use the system to achieve superior safety and health performance.

COMPLIANCE ASSISTANCE – STATE CONSULTATION

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2014	\$57,775	0
2015	\$57,775	0
2016	\$57,775	0
2017	\$59,500	0
2018	\$0	0

NOTE: A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared.

FY 2019

In FY 2019, OSHA is requesting \$59,096,000 for Compliance Assistance-State Consultation - the same funding level as the FY 2018 Continuing Resolution level. Funding will be used to administer the On-Site Consultation Program, which offers free and confidential safety and health advice to small businesses in all states and several territories across the country, with priority given to high-hazard worksites. OSHA will distribute program funds to Consultation programs as authorized by Section 21(d) of the OSH Act, and monitor the effective and efficient use of these funds.

The On-Site Consultation Program uses consultants from State agencies or universities to work with employers to identify workplace hazards, provide advice on compliance with OSHA standards, and assist in establishing safety and health programs. OSHA estimates that the Consultation Programs will hire and train 11 new On-Site Consultation Program consultants in FY 2018, who will conduct a of total 26,537 visits in FY 2019.

The On-Site Consultation programs will continue to promote the Safety and Health Achievement Recognition Program (SHARP) to small businesses in FY 2019. SHARP recognizes small business employers who operate an exemplary safety and health program. Worksites that have been accepted by OSHA into SHARP are small business models for worksite safety and health and are exempt from OSHA programmed inspections while in SHARP. OSHA will also continue to monitor and refine, as needed, SHARP policies in FY 2019. These updates include mandatory training for consultants and improvements to the assessment tools used during consultative visits. To create a strong and effective recognition program for construction worksites, OSHA will continue to work with the On-Site Consultation programs to implement the SHARP National Construction Pilot Program, which will run through FY 2020.

In FY 2019, the agency will continue to build upon the successes of collaborative efforts with Small Business Development Centers (SBDCs). OSHA will continue to provide outreach and collaborate with the state directors in all 50 states to benefit small businesses, workers, and the SBDCs. OSHA will also continue efforts to increase other training opportunities for On-Site Consultation program consultants, including training the consultants for evaluating sites with Process Safety Management requirements. In addition, OSHA will provide training on the revised Safety and Health Program Assessment Worksheet (OSHA Form 33).

COMPLIANCE ASSISTANCE – STATE CONSULTATION

The agency will also continue efforts to increase other training opportunities for On-Site Consultation program consultants, including training the consultants for evaluating sites with Process Safety Management requirements. In addition, OSHA will provide training on the revised Safety and Health Program Assessment Worksheet (OSHA Form 33), which is scheduled for release late in FY 2018. The agency will host the FY 2019 On-Site Consultation Training Conference, which will include essential programmatic and technical sessions designed to enhance the managerial and technical skills of the Program's managers and senior-level consultants.

FY 2018

Figures shown for FY 2018 reflect the annualized Continuing Resolution level, as a full-year appropriation had not been enacted at the time the budget was produced. The Department will provide an Operating Plan after a full-year appropriation bill is enacted.

FY 2017

In FY 2017, OSHA was able to offer three sessions of "Introduction to On-Site Consultation" (OSHA #1500) course. The OSHA #1500 is required training for all 21(d) On-Site Consultation consultants. A total of 79 new On-Site Consultation students received training during these seven-day sessions designed to prepare consultants for conducting Consultation visits. Consultants also received training in FY 2017 in Process Safety Management (PSM) requirements. OSHA has enhanced PSM requirements and evaluation procedures in response to Executive Order 13650, Improving Chemical Facility Safety and Security. PSM requires a set of interlinked and interdependent approaches to manage hazards associated with chemical processing industries. Because of the complex and interrelated nature of this approach to identifying, abating, and managing hazards in these environments, it is necessary for consultants to be specially trained in PSM.

In FY 2017, OSHA drafted updates for the Safety and Health Program Assessment Worksheet (OSHA Form 33). The updated Form 33 was re-categorized to align with the seven elements of the Recommended Practices for Safety and Health Programs (RP-SHP). Each assessment score (0, 1, 2, 3) was defined to clarify what they represent and increase objectivity in scoring the attributes. They were also re-organized with the attributes distributed into the seven elements of the RP-SHP.

OSHA planned and hosted the 2017 On-Site Consultation Training Conference. A total of 145 participants attended the conference, including national, regional, and state-level participants. The three-day conference featured 15 general session topics and 20 workshops. Some of the topics included: project management, communication towers, agricultural hazards, crystalline silica, process safety management, emergency response, OSHA Information System (OIS) updates and tips, trenching hazards, National Construction Safety and Health Achievement Recognition Program (SHARP) Pilot, workplace violence, and oil and gas hazards.

COMPLIANCE ASSISTANCE – STATE CONSULTATION

Workload Summary

In FY 2017, the approximately 400 safety and health consultants in the On-site Consultation Program conducted 25,987 visits to worksites. Although this was below the targeted number of worksite visits, priority was given to high-risk industries continuing to work directly with employers to improve workplace safety and health in small businesses. The agency's outreach activities were impacted by hurricane recovery efforts in three OSHA regions.

With the funding requested for FY 2018, the program expects to hire 11 new consultants who will increase the number of visits to 26,262.

In FY 2019, OSHA expects the On-Site Consultation Program to conduct 26,537 visits to workplaces. As a result of the 26,537 visits projected in FY 2019, the On-Site Consultation Program will assist employers in identifying more than 100,000 serious hazards and remove more than 2.5 million workers from exposure to these hazards.

In support of National and Regional Emphasis Areas, the On-Site Consultation programs will develop plans and strategies annually for reaching out to employers in high-hazard industries. These enhancements will continue in FY 2019, and the Consultation programs will focus on worksites where amputations are more likely to occur, and where special emphasis safety and health hazards – such as lead, crystalline silica, combustible dust, hexavalent chromium, trenching, falls, and confined spaces, are more likely to be found.

In FY 2019, On-Site Consultation programs will continue to promote the Safety and Health Achievement Recognition Program (SHARP) to small businesses. SHARP recognizes small business employers who operate an exemplary injury and illness prevention program. The level of worksite participation in SHARP has been relatively flat in recent years, as some SHARP worksites are added and some leave or fall out of the program because they no longer qualify for SHARP. OSHA projects approximately 1,418 worksites will participate in SHARP in FY 2019.

In FY 2019, OSHA will continue to increase other training opportunities for On-Site Consultation program consultants, including training the consultants for evaluating sites with Process Safety Management requirements, and will plan to host the FY 2019 On-Site Consultation Training Conference, which will include essential programmatic and technical sessions, designed to enhance managerial and technical skills of the Program's managers and senior-level consultants.

The agency will continue efforts to provide fall protection advice and assistance at construction sites, and enable individual projects within the On-Site Consultation programs to continue developing other effective programs for protecting workers. OSHA launched the National Construction SHARP Pilot Program in FY 2015. This five-year pilot is designed for construction (non-fixed) worksites with comprehensive effective safety and health programs.

COMPLIANCE ASSISTANCE – STATE CONSULTATION

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2017 Enacted	FY 2018 Full Year C.R.	FY 2019 Request	Diff. FY19 Request / FY18 Full Year C.R.
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
12.1	Civilian personnel benefits	0	0	0	0
25.2	Other services from non-Federal sources	57,775	59,096	59,096	0
25.3	Other goods and services from Federal sources 1/	0	0	0	0
41.0	Grants, subsidies, and contributions	0	0	0	0
	Total	57,775	59,096	59,096	0

COMPLIANCE ASSISTANCE – STATE CONSULTATION

CHANGES IN FY 2019

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
One day more of pay	0
Other services from non-Federal sources	0
Other goods and services from Federal sources	0
Grants, subsidies, and contributions	0

Built-Ins Subtotal **\$0**

Net Program **\$0**

Direct FTE **0**

	Estimate	FTE
Base	\$59,096	0
Program Increase	\$0	0
Program Decrease	\$0	0

COMPLIANCE ASSISTANCE – TRAINING GRANTS

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2017 Enacted	FY 2018 Full Year C.R.	FY 2019 Request	Diff. FY19 Request / FY18 Full Year C.R.
Activity Appropriation	10,537	10,465	0	-10,465
FTE	0	0	0	0

Introduction

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

OSHA's Harwood Training Grant program was established in 1978 to provide one- to five-year competitive grants to non-profit organizations to develop and conduct occupational safety and health training programs. OSHA has no evidence that the program is effective, and measures the program's performance in terms of the number of individuals trained. In addition, it is not clear that the training funded by these grants would not happen absent the Federal subsidy. The Budget provides resources for OSHA's compliance assistance 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>
2014	\$10,687	0
2015	\$10,537	0
2016	\$10,537	0
2017	\$10,537	0
2018	\$0	0

NOTE: A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared.

FY 2019

The 2019 Budget proposes to eliminate the Susan Harwood Training Grant Program. The agency is proposing to use alternative methods to develop and deliver training to reach the broadest possible audience.

OSHA has a variety of programs and tools available to provide training, outreach and assistance to employers and employees. These include Alliances, Strategic Partnerships, On-site Consultation, and numerous targeted outreach events, such as the Fall Stand-Down on Construction, that provide information on workplace safety and health to the public. Training

COMPLIANCE ASSISTANCE – TRAINING GRANTS

and outreach programs delivered directly by the agency can provide information more efficiently. Additionally, many Alliance Program agreements contain a training element, and numerous training and information resources are available on OSHA's website.

FY 2018

Figures shown for FY 2018 reflect the annualized Continuing Resolution level, as a full-year appropriation had not been enacted at the time the budget was produced. The Department will provide an Operating Plan after a full-year appropriation bill is enacted.

FY 2017

In FY 2017, OSHA awarded 80 Targeted Topic grants. Under the grants issued in FY 2016, there were 90,617 workers and employers trained in FY 2017. Topics included, fall protection in construction, confined spaces, heat illness prevention, silica exposure in construction and general industries, and workplace violence. Many of the courses offered by the grantees were “train-the-trainer” programs.

COMPLIANCE ASSISTANCE – TRAINING GRANTS

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2017 Enacted	FY 2018 Full Year C.R.	FY 2019 Request	Diff. FY19 Request / FY18 Full Year C.R.
11.1	Full-time permanent	0	0	0	0
11.3	Other than full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
12.1	Civilian personnel benefits	0	0	0	0
41.0	Grants, subsidies, and contributions	10,537	10,465	0	-10,465
	Total	10,537	10,465	0	-10,465

COMPLIANCE ASSISTANCE – TRAINING GRANTS

CHANGES IN FY 2019

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
One day more of pay	0
Grants, subsidies, and contributions	0
State Grant Administration	0

Built-Ins Subtotal **\$0**

Net Program **-\$10,465**

Direct FTE **0**

	Estimate	FTE
Base	\$10,465	0
Program Increase	\$0	0
Program Decrease	-\$10,465	0

SAFETY AND HEALTH STATISTICS

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2017 Enacted	FY 2018 Full Year C.R.	FY 2019 Request	Diff. FY19 Request / FY18 Full Year C.R.
Activity Appropriation	34,750	32,677	32,677	0
FTE	35	34	34	0

NOTE: FY 2017 reflects actual FTE. Authorized FTE for FY 2017 was 38.

Introduction

The Safety and Health Statistics activity supports OSHA and its stakeholders by providing information technology (IT) services and statistical-analytic work. OSHA IT systems allow staff to better maintain collaborative relationships with stakeholders and provide current information to employers and employees, and systems that help the agency accomplish its core functions. Improved IT systems enhance the agency’s ability to support its mission and track activities and successes, which impact millions of workers each year. OSHA’s major IT systems include:

- OSHA.gov – the agency’s website that provides information to the public and OSHA stakeholders.
- Public-facing applications – a set of applications that provide OSHA data to the public such as OSHA’s establishment search engine and the online whistleblower complaint form.
- OSHA-internal applications – mission-critical systems that enable OSHA staff to perform day-to-day work to accomplish OSHA’s mission. This includes the OSHA Information System (OIS), the core-management system used by all Federal programs and 28 state programs; the Voluntary Protection Programs Automated Data System and other applications that support cooperative programs and outreach activities; the State Plan Application; the Whistleblower Application; and the applications that support OSHA’s lab systems.

This budget activity also supports the collection, maintenance, evaluation, and analysis of inspection and statistical data that support all agency activities. This includes the collection of employers’ recordkeeping injury and illness data.

SAFETY AND HEALTH STATISTICS

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2014	\$34,250	42
2015	\$34,250	42
2016	\$34,250	41
2017	\$32,900	38
2018	\$0	0

NOTE: A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared.

FY 2019

OSHA requests \$32,677,000 and 34 FTE for the Safety and Health Statistics activity, which is level with the FY 2018 Full Year Continuing Resolution.

OSHA will continue to invest in modernizing and enhancing its IT systems. OSHA will focus on the internal mission critical applications and the public-facing applications that can be accessed through its OSHA.gov web site. The agency will work closely with DOL's Office of the Chief Information Officer (OCIO) to ensure the modernization efforts are in line with the Department's IT strategic vision, objectives and goals. Further, OSHA will continue to execute its strategic modernization road map developed in conjunction with OCIO.

In 2019, OSHA will continue to modernize the public-facing applications along with completing the modernization of OSHA.gov. The upgrade will help mitigate system-security vulnerabilities in OIS and reduce the risk of system outages and prolonged downtime. In addition, the agency will continue to convert and update information on its website to languages other than English to meet the needs of America's workers. Additionally, information will be updated on hazards and emerging risks that affect workplaces and workers.

In FY 2019, OSHA will initiate modernization efforts to redesign the critical OSHA systems (OIS, OSHA.gov, WEBIMIS, public-facing and internal web applications) to ensure secure and optimized systems. OSHA will also enhance data quality by consolidating multiple systems with overlapping functions. To support the proposed modernization, OSHA will work with the OCIO to support and invest in the Administration's priority of upgrading outdated applications and ensuring all agency systems are compliant with the President's Executive Order of May 11, 2017, to strengthen the cybersecurity of Federal systems. OSHA will also collaborate with external stakeholders to identify needed improvements to existing systems. The agency's IT systems will be enhanced and modernized through an improved architecture of existing systems to leverage current technology, mitigate cybersecurity vulnerabilities, and enhance efficiency in collecting data on compliance assistance, outreach, and cooperative programs. These are vital systems that allow OSHA to provide assistance and work collaboratively with employers, employees, and other stakeholders.

This budget activity also supports statistical activities such as injury and illness data collection and the analysis of that data to assist enforcement and outreach efforts. These activities will

SAFETY AND HEALTH STATISTICS

enhance OSHA's efforts to strategically plan its operations. In FY 2019, the agency will collect, process, and analyze establishment-specific occupational injury and illness data from more than 450,000 establishments nationwide. These data, together with aggregate industry data from the Bureau of Labor Statistics and establishment characteristic data from outside vendors will be used to identify employers for OSHA's programmed inspection and outreach interventions.

FY 2018

Figures shown for FY 2018 reflect the annualized Continuing Resolution level, as a full-year appropriation had not been enacted at the time the budget was produced. The Department will provide an Operating Plan after a full-year appropriation bill is enacted.

FY 2017

In FY 2017, OSHA continued the modernization of its information technology applications and systems to improve efficiency, reduce security and operational risks, and provide timely and up-to-date information to its customers. The agency moved about 20 percent of IT operations to the cloud while improving customer service, modernized several business critical applications, including systems for tracking partnership and VPP activity, and developed a new application supporting the data collection and tracking of injury and illness data.

As part of the Federal Cloud First Strategy, OSHA moved its inspection and enforcement data, spanning two decades, from its legacy mainframes into a robust cloud-hosted database supported by the latest database technology. A versatile tool was developed to allow internal and State Plan consumers of this information the ability to harvest the legacy inspection and enforcement data in user-friendly formats. Retiring the mainframe computers was a critical milestone in the agency's efforts to modernize legacy systems.

Part of OSHA's information technology modernization initiative included updating server and application technology. Due to their age, many software functions used within OSHA's applications have been superseded and no longer worked with the latest technology. This required portions of those applications to be rewritten or redeveloped. In FY 2017, OSHA modernized three applications: OSHA's Strategic Partnership Automated Data System (OSPADS); Voluntary Protection Programs Automated Data System (VADS); and the State Plan Application (SPA) (formerly known as the Automated Tracking System).

In FY 2017, OSHA began a multi-year initiative to modernize its web content management system (WCMS) that supports the OSHA.gov website. This initiative will ultimately move the content of 78,000 web pages from an outdated, internally developed WCMS into a cloud-based one using the latest Drupal open-source technology.

OSHA also completed migration of the applications that support its Cincinnati and Salt Lake City laboratories to the National Information Technology Center (NITC) cloud; the same cloud solution that hosts OIS. During that same timeframe, OSHA moved three additional applications: OSPADS, VADS, and SPA, and their development and testing environments, to the NITC cloud.

SAFETY AND HEALTH STATISTICS

In FY 2017, the agency also developed a new Injury Tracking Application (ITA) which allows employers in certain industries to electronically submit to OSHA injury and illness data that they are already required to keep under existing OSHA regulations. At the end of calendar year 2017, over 200,000 300A forms were submitted using the new application.

In order to better meet the expectations of agency stakeholders, OSHA successfully prioritized information technology (IT) initiatives according to the Department of Labor (DOL) Target Architecture Strategic Roadmap (TASR) and Federal IT Modernization guidelines. In FY 2017, OSHA also partnered with DOL Office of the Chief Information Officer (OCIO) to implement the Federal Data Center Consolidation Initiative (FDCCI) to help the agency realize the benefits of IT virtualization.

Workload Summary

Work conducted under this budget activity includes the collection, maintenance, evaluation, and analysis of data to support all agency activities, particularly standards development, inspection targeting, technical support, enforcement activities, compliance assistance, and program evaluation. The agency also utilizes its OSHA Information System (OIS), a mission-critical core management system and repository, and to provide enforcement data to over 3,000 users. OSHA will continue to seek ways to use technology to engage the public in worker safety and health and bring critical safety and health information to the nation's workers via mobile devices, social media, and emerging technologies. The agency will also utilize these improvements to further the quality and timeliness of the data that is on its website.

OSHA is shifting its public website to Drupal, content-management software that will modernize the website by increasing the reliability, security, and availability of the site, while also mitigating cyber security vulnerabilities. The agency is also partnering with Benefits.gov on its website improvements to reduce costs and better serve the public. By improving OSHA.gov with current technology, OSHA users will have better experiences, increasing the likelihood of information and data being used to improve worker safety. OSHA.gov is projected to be visited by over 50 million users in FY 2018 and by over 52 million users in FY 2019.

In FY 2018 and 2019, OSHA will continue to modernize the public-facing applications along with completing the modernization of OSHA.gov. The upgrade will help mitigate system-security vulnerabilities in OIS and reduce the risk of system outages and prolonged downtime. In addition, the agency will continue to convert and update information on its website to languages other than English to meet the needs of America's workers. Additionally, information will be updated on hazards as emerging risks arise that affect workplaces and workers.

In FY 2019, OSHA will initiate modernization efforts to redesign the critical OSHA systems (OIS, OSHA.gov, WEBIMIS, public-facing and internal web applications) to ensure secure and optimized systems. OSHA will also enhance data quality by consolidating multiple systems with overlapping functions. To support the proposed modernization, OSHA will work with the Department's Chief Information Officer to support and invest in the Administration's priority of upgrading outdated applications and ensuring all agency systems are compliant with the President's Executive Order of May 11, 2017, to strengthen the cybersecurity of Federal

SAFETY AND HEALTH STATISTICS

systems. OSHA will also collaborate with external stakeholders to identify needed improvements to existing systems. Funding will be directed to enhance and modernize OSHA's IT systems through an improved architecture of existing systems to leverage current technology, mitigate cybersecurity vulnerabilities, and enhance efficiency in collecting data on compliance assistance, outreach, and cooperative programs. These are vital programs that allow OSHA to provide assistance and work collaboratively with employers, employees, and other stakeholders.

SAFETY AND HEALTH STATISTICS

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2017 Enacted	FY 2018 Full Year C.R.	FY 2019 Request	Diff. FY19 Request / FY18 Full Year C.R.
11.1	Full-time permanent	4,414	4,124	4,140	16
11.3	Other than full-time permanent	31	31	31	0
11.5	Other personnel compensation	69	69	69	0
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	4,514	4,224	4,240	16
12.1	Civilian personnel benefits	1,395	1,297	1,300	3
13.0	Benefits for former personnel	0	0	0	0
21.0	Travel and transportation of persons	38	40	38	-2
22.0	Transportation of things	0	0	0	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	765	780	782	2
23.2	Rental payments to others	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	22	22	22	0
24.0	Printing and reproduction	0	0	0	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	6,989	6,126	6,107	-19
25.3	Other goods and services from Federal sources 1/	13,329	13,395	13,395	0
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	7,486	6,594	6,594	0
26.0	Supplies and materials	14	14	14	0
31.0	Equipment	198	185	185	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	0	0	0	0
	Total	34,750	32,677	32,677	0
	1/Other goods and services from Federal sources				
	Working Capital Fund	13,329	11,239	11,239	0
	DHS Services	0	18	18	0
	Services by Other Government Departments	0	2,138	2,138	0

SAFETY AND HEALTH STATISTICS

CHANGES IN FY 2019

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Employee health benefits	0
One day more of pay	21
Federal Employees' Compensation Act (FECA)	-2
Benefits for former personnel	0
Travel and transportation of persons	-2
Transportation of things	0
Rental payments to GSA	2
Rental payments to others	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	-19
Working Capital Fund	0
Other Federal sources (Census Bureau)	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$0**

Net Program **\$0**

Direct FTE **0**

	Estimate	FTE
Base	\$32,677	34
Program Increase	\$0	0
Program Decrease	\$0	0

EXECUTIVE DIRECTION

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2017 Enacted	FY 2018 Full Year C.R.	FY 2019 Request	Diff. FY19 Request / FY18 Full Year C.R.
Activity Appropriation	10,050	9,982	9,716	-266
FTE	44	40	40	0

NOTE: FY 2017 reflects actual FTE. Authorized FTE for FY 2017 was 40.

Introduction

The Executive Direction activity provides overall leadership, direction, and support for agency operations and develops strategic and operating plans to carry out the Administration’s vision. This includes strategic leadership and management, and administrative coordination of policy, research, planning, evaluation, audit, human resources, budgeting, financial control, legislative liaison, Federal agency liaison, and performance management. Under OSHA’s Executive Direction activity, outcome goals, operational priorities, and performance measures are established and tracked. Strategies and priorities are adjusted as needed to achieve the agency’s outcome goals and to accomplish its mission of reducing workplace injuries, illnesses, and fatalities. OSHA also utilizes the expertise of advisory committees, including the National Advisory Committee on Occupational Safety and Health (NACOSH), the Maritime Advisory Committee on Occupational Safety and Health (MACOSH), and the Advisory Committee on Construction Safety and Health (ACCSH) when developing policy and addressing emerging occupational safety and health issues.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2014	\$10,973	49
2015	\$10,973	49
2016	\$10,973	47
2017	\$10,050	40
2018	\$0	0

NOTE: A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared.

FY 2019

OSHA requests \$9,716,000 and 40 FTE for the Executive Direction activity, which includes shifting \$266,000 to support OSHA’s requested increases.

This activity is responsible for tracking outcome goals and performance measures established under the agency’s Operating Plan for promoting worker safety and health. OSHA’s Operating Plan presents a solid framework for strategic planning, self-evaluation, and reporting that is

EXECUTIVE DIRECTION

firmly rooted in established agency processes that allow for continuous self-improvement. In FY 2019, OSHA will continue to adjust its strategies and priorities as needed to accomplish its mission of reducing workplace injuries, illnesses, and fatalities while carrying out the goals of the Administration. OSHA tracks all Operating Plan outputs and measures, and discusses results with program offices at the National, Regional, and Area Office levels -- and with the State Plans, as applicable. The discussions provide valuable information for OSHA employees at all levels, which OSHA uses not only to improve current performance and refine performance measurement, but also to develop the requirements, priorities, and strategies for subsequent Operating Plans.

OSHA will focus on its strategic enforcement initiative, including research and evaluation, assessment of enforcement training programs, and enforcement management training. OSHA is dedicated to a diverse workforce that mirrors the breadth of ethnicities, languages, and physical capabilities of workers in workplaces across the Nation. Relationships are cultivated with a wide variety of academic institutions, professional and trade groups, and community organizations to promote career opportunities within the agency. OSHA also makes use of various human-resource tools, such as participating in job fairs and conferences, to address the increasing need for qualified candidates with bilingual language skills.

In September 2017, the Federal Advisory Committee on Occupational Safety and Health (FACOSH) was not renewed by Executive Order 13811, Continuation of Certain Federal Advisory Committees. The agency recommended this advisory committee be replaced with more focused federal partner safety and health meetings. FACOSH cost the agency \$173,831 to operate. Additionally, the Whistleblower Protection Advisory Committee (WPAC) is being replaced with more targeted stakeholder meetings allowing more focused engagement with specific stakeholders and provide a forum for those individuals to offer the agency ways to improve the program. As evidenced by recent evaluations of the whistleblower program, the need for more effective and efficient examination of the technical aspects of each whistleblower statute would be better served with focused engagement. By not renewing WPAC, the agency estimates a cost savings of \$140,000.

FY 2018

Figures shown for FY 2018 reflect the annualized Continuing Resolution level, as a full-year appropriation had not been enacted at the time the budget was produced. The Department will provide an Operating Plan after a full-year appropriation bill is enacted.

FY 2017

OSHA tracked all Operating Plan outputs and measures in its Measurement and Reporting System (MARS), and discussed results with program offices at the National, Regional, and Area Office levels, and the State Plans. The agency drafted a new operating plan which focuses on helping employers achieve safety and health excellence, and addresses new strategies for reaching both employees and employers.

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In conjunction with the Department's efforts to respond to the Federal Employee Viewpoint Survey (FEVS), OSHA implemented its action plan to address training, performance management, professional and leadership development, succession planning, and innovation by leveraging working groups comprised of representatives from across the agency, supported by Executive level sponsors.

Additional efforts that led to increased OSHA employee engagement include a shift in approach to telework, wherein every position agency-wide was determined to be eligible for some level of telework either situational or regular. Also, OSHA graduated its first cohort from the Administrative Development Program, which received rave reviews from participants. OSHA also initiated a series of professional and leadership development courses for non-supervisors in FY 2017.

OSHA also created standardized performance plans for its CSHO positions, with input from the National Council of Field Labor Locals (NCFLL) and regional management representatives, to improve transparency, consistency, fairness, and communication between supervisors and employees. Management and the NCFLL viewed this effort as a success.

Workload Summary

OSHA will continue to support the Administration's goals of reforming, restructuring, and streamlining programs and offices to operate in a more efficient and effective manner while pursuing the mission of assuring worker safety and health.

As part of OSHA's Strategic Enforcement Initiative, OSHA will focus on training its managers. It developed and hosted for the first time #9400 *Initial Training for OSHA Managers* in FY 2017. In FY 2018, the agency will develop two new courses for OSHA managers: #9410 *Coaching Your Staff to Achieve their Fullest Potential* and #9420 *OSHA Supervisory Development*. The agency will develop additional courses and effective methods to evaluate these enforcement training courses. To meet the continuing challenges brought about by changes in technologies, industries, and demographics, in FY 2019 OSHA will develop and train personnel at all levels including Compliance Safety and Health Officers (CSHOs), Whistleblower Investigators, technical staff, and managers.

OSHA is also fully dedicated to a diverse workforce that mirrors the breadth of ethnicities, languages, and physical capabilities of employees in workplaces across the Nation. The agency will continue to seek opportunities to increase the diversity of its applicant pools and to hire CSHOs who are proficient in a second language, in addition to English.

In FY 2018, OSHA will support three advisory committees – the National Advisory Committee on Occupational Safety and Health (NACOSH), Maritime Advisory Committee for Occupational Safety and Health (MACOSH), and Advisory Committee on Construction Safety and Health (ACCSH). All of OSHA's advisory committees consist of memberships that have a balanced-representation of workers and employers, and most also include other qualified individuals such as government officials, safety and health professionals, and members of the public.

EXECUTIVE DIRECTION

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2017 Enacted	FY 2018 Full Year C.R.	FY 2019 Request	Diff. FY19 Request / FY18 Full Year C.R.
11.1	Full-time permanent	3,801	5,127	5,146	19
11.3	Other than full-time permanent	44	44	44	0
11.5	Other personnel compensation	105	115	115	0
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	3,950	5,286	5,305	19
12.1	Civilian personnel benefits	1,283	1,620	1,627	7
13.0	Benefits for former personnel	0	0	0	0
21.0	Travel and transportation of persons	186	193	190	-3
22.0	Transportation of things	0	0	0	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	0	0	0	0
23.2	Rental payments to others	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	348	334	334	0
24.0	Printing and reproduction	0	0	0	0
25.1	Advisory and assistance services	317	197	197	0
25.2	Other services from non-Federal sources	490	430	141	-289
25.3	Other goods and services from Federal sources 1/	3,233	1,709	1,709	0
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	107	115	115	0
26.0	Supplies and materials	109	59	59	0
31.0	Equipment	27	39	39	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	0	0	0	0
	Total	10,050	9,982	9,716	-266
	1/Other goods and services from Federal sources				
	Working Capital Fund	3,233	1,707	1,707	0
	DHS Services	0	2	2	0

EXECUTIVE DIRECTION

CHANGES IN FY 2019

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Employee health benefits	0
One day more of pay	26
Federal Employees' Compensation Act (FECA)	0
Benefits for former personnel	0
Travel and transportation of persons	-3
Transportation of things	0
Rental payments to GSA	0
Rental payments to others	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	-23
Working Capital Fund	0
Other Federal sources (Census Bureau)	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$0**

Net Program **-\$266**

Direct FTE **0**

	Estimate	FTE
Base	\$9,982	40
Program Increase	\$0	0
Program Decrease	-\$266	0