



WHAT'S NEW WITH OSHA?

These are the main OSHA updates that pertain to most industries. This is not an exhaustive list and was updated Jan. 2026.

OSHA INITIATIVES

OSHA has focused their resources on supporting workplace mental health, strengthened enforcement through its Severe Violator Enforcement Program for employers that fail to prioritize safety, and continued its National Emphasis Programs to target inspections in high-hazard industries.

JAN-2026

INCREASED PENALTIES

OSHA increases penalty amounts annually to adjust for inflation, as required by the Federal Civil Penalties Inflation Adjustment Act. This helps to ensure fines remain strong enough to encourage workplace safety compliance.

JUL-2025

SMALL BUSINESS PENALTY DISCOUNTS

OSHA increased penalty discounts for small businesses. Employers with up to 25 employees may now qualify for up to a 70% reduction, and employers who fix hazards right away may qualify for an additional 15% reduction.

OCT-2025

HEAT ILLNESS PROPOSED RULE

A heat illness prevention rule is anticipated to become a final rule in the future. If your team works in high heat – including indoors - make sure to assess risks, provide water, breaks, shade, and training.

DEC-2024

PROPER FIT REQUIREMENTS: PPE

OSHA's updated rule explicitly requires PPE to properly fit any construction worker, no matter their body type. This helps ensure that all workers are not put at risk due to poor-fitting personal protective equipment.

MAY-2024

WORKER WALKAROUND REPRESENTATIVE RULE

The OSH Act gives the employer and employees the right to authorize a representative to accompany OSHA officials during a workplace inspection.