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The Monthly Muster

OSHA Trade Release

OSHA Civil Penalty Amounts Adjusted For 2024

WASHINGTON - The U.S. Department of Labor announced changes to Occupational Safety and Health Administration civil penalty amounts based on cost-of-living adjustments for 2024. In 2015, Congress passed the Federal Civil Penalties Inflation Adjustment Act Improvements Act to advance the effectiveness of civil monetary penalties and to maintain their deterrent effect. Under the Act, agencies are

required to publish "catch-up" rules that adjust the level of civil monetary penalties and make subsequent annual adjustments for inflation no later than January 15 of each year. This year, January 15 falls on a federal holiday. Therefore, new OSHA penalty amounts will become effective Jan. 16, 2024.

OSHA's maximum penalties for serious and other-than-serious violations will increase from \$15,625 per violation to \$16,131 per violation. The maximum penalty for willful or repeated violations will increase from \$156,259 per violation to \$161,323 per violation. 

TYPE OF VIOLATION	PENALTY MINIMUM	PENALTY MAXIMUM
Serious	\$1,190** per violation	\$16,131 per violation
Other-Than-Serious	\$0 per violation	\$16,131 per violation
Willful or Repeated	\$11,524* per violation	\$161,323 per violation
Posting Requirements	\$0 per violation	\$16,131 per violation
Failure to Abate	N/A	\$16,131 per day unabated beyond the abatement date (generally limited to 30 days maximum)





* For a repeated other-than-serious violation that otherwise would have no initial penalty, a GBP penalty of \$460 shall be proposed for the first repeated violation, \$1,152 for the second repeated violation, and \$2,304 for a third repetition.

** This amount reflects the actual minimum penalty with all penalty reductions which rectifies error in the previous years' serious minimum penalty posted.

Visit the [OSHA Penalties page](#) and read the [final rule](#) for more information.

Treat all confined spaces as hazardous

Confined spaces include manholes, crawl spaces, tunnels, and other work areas with limited space to get in or out and to work. Workers in confined spaces can be at risk for injury or death from lack of oxygen-buildup of explosive or toxic gases, uncontrolled water, falling materials, and electrical hazards. Workers have also been injured or died entering a confined space to rescue another worker.

-  **Never enter a confined space:**
 - o Without proper training, which your employer is required to provide.
 - o Before the air is tested for oxygen, flammable vapors, and toxic chemicals.
 - o Before the structure has been checked to make sure it will not collapse.
 - o Without a dependable way of communicating with a person outside of the space.
 - o Without appropriate personal protective equipment provided by your employer, such as a self-contained breathing apparatus.
-  Exit the space immediately if an unsafe condition develops. Ask your supervisor who you must alert on-site if this happens.
-  Ask your supervisor to explain the company's written confined-space program and emergency plan. Your employer should provide time during work for rescue drills. 




The People Post

Seasonal Affective Disorder

For the millions of people who suffer from seasonal depression, also known as seasonal affective disorder (SAD), the winter months can be especially difficult. But did you know SAD can also influence workers in the workplace? Employers therefore need to be aware of this problem and do their part to help employees who may be struggling with seasonal depression.

What Is Seasonal Depression? Seasonal depression, also known as the winter blues, is a type of depression triggered by a lack of exposure to natural light during the shorter days and longer nights of winter. Common symptoms include feeling down for an extended period of time, difficulty sleeping, changes in appetite, fatigue, and a loss of interest in activities. According to the National Institutes of Health (NIH), up to 10 million Americans suffer from this disorder each year.

Why Is Seasonal Depression Bad for Employers? As with any mental health issue, employers should be aware that seasonal depression can impact employee productivity and morale. Studies have shown that employees suffering from SAD are more likely to take more sick days than those who are not affected by the disorder. Furthermore, they may experience higher stress levels and lower job satisfaction—factors that can lead to decreased productivity and ultimately lower profits for businesses.

How to Address Seasonal Depression: Employers should proactively address any issues related to seasonal depression among their workers by recognizing the signs and offering resources such as counseling services or employee assistance programs (EAPs). In addition, taking steps like encouraging employees to get outside for some fresh air during their breaks—even if it’s just for a few minutes at a time—and promoting healthy eating habits throughout the workday can have a positive impact. Seasonal depression affects millions of people each year, including those in the workplace, so it’s important employers recognize this issue and take steps to support their workers accordingly. By providing resources such as counseling services, promoting healthy habits like getting outside during breaks, and offering light therapy lamps, companies can ensure they are doing their part to help reduce the negative effects associated with SAD among their employees. The costs can be minimal, but the benefits can be significant. 







If you or someone you know is struggling or having thoughts of suicide, call or text the 988 Suicide and Crisis Lifeline at 988 or chat at 988lifeline.org. In life-threatening situations, call 911.

HR Daily Advisor • nimh.nih.gov • preventconstructionsuicide.com

The Brag Board

ASG January Happenings

This past month ASG had the opportunity to:

-  Provide over 70 occupational safety and health workplace inspections for our clients across the construction and industrial workplaces
-  Assist clients in OSHA compliance corrective actions and abatement services
-  Provide OSHA 10-Hour for the Construction Industry training and certification for 20 students
-  Conduct Annual Training events for our client partners in the construction industry



“Your Partner in Workplace Safety”



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