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WORKPLACE SAFETY: ADAPTING TO NEW REGULATIONS AND ENSURING COMPLIANCE

MAY 2025

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PRESENTER



Nick Hardesty
EHS District Manager
KPA

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AGENDA

- Understanding OSHA and other regulatory updates
- Recent regulatory updates
- Strategies for maintaining compliance
- Tools to integrate regulatory requirements
- Q & A



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UNDERSTANDING OSHA AND OTHER REGULATORY UPDATES

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UNDERSTANDING OSHA AND OTHER REGULATORY UPDATES

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Start with Trusted, Primary Sources



- OSHA.gov - Check the "News Releases", "Rulemaking", and "Laws & Regulations" sections.
- Federal Register - Review proposed and final rules: www.federalregister.gov
- OSHA QuickTakes Newsletter - A biweekly digest of key updates in plain language.

2

Use Expert Summaries for Clarity

- Subscribe to updates from:
 - ASSP (American Society of Safety Professionals)
 - NSC (National Safety Council)
 - EHS Today or Safety+Health Magazine
 - KPA or EHS compliance firms
- These sources break down dense regulations into what they mean for employers and safety pros.

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UNDERSTANDING OSHA AND OTHER REGULATORY UPDATES

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Analyze Relevance to Your Industry


- Look for industry-specific guidance or bulletins (e.g., construction, healthcare, manufacturing).
- OSHA often releases interpretive letters and industry-specific fact sheets
- Letters of Interpretation
- Use professional networks (e.g., X, LinkedIn groups, forums, local chapters) to see how peers are responding.

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Apply What You've Learned to Your Environment

- Conduct a gap analysis: Compare new standards with your current procedures.
- Update written programs, training, or hazard assessments as needed.
- Communicate changes to staff in practical, role specific terms.

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RECENT REGULATORY UPDATES

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REGULATORY UPDATES CHANGES

Indoor/Outdoor Heat Illness (Federal)

- **Current national emphasis program through 04-08-26**
- **Scope:** The proposed rule would apply to all employers in all general industry, construction, maritime, and agriculture sectors where OSHA has jurisdiction.
- **Trigger:** The rule would be triggered when employees are exposed to temperatures of 80°F or higher for more than fifteen minutes.
- **Employer responsibilities:**
 - Conduct heat risk assessments.
 - Implement hydration and rest breaks.
 - Provide heat safety training.
 - Establish a Heat Injury and Illness Prevention Plan.
 - Establish a Heat Emergency Response Plan.

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HEAT ILLNESS PREVENTION AT THE STATE LEVEL IS RAMPING BACK UP

States with Proposed Rule	Anticipated Passing	Measurement of Use	Heat Illness Prevention Measures Effective
New Mexico	July 1, 2025	Heat index	• Heat index of 80°F indoors and outdoors
Colorado (heat and cold)	April 1, 2026	On-site measurement or local forecast	• < 30°F > 90°F outdoors
Connecticut	Oct 1, 2025	Dry bulb thermometer and heat index	• Heat index and dry bulb (whichever is higher) 80°F indoors and outdoors
Illinois (heat and cold)	Jan 1, 2026	Heat index, wind chill, temperature	• < 40°F > 90°F outdoors • < 60°F (light work) or 65°F (heavy duty work) > 90°F indoors
Florida	Oct 1, 2025	Heat index	• Heat index of > 90°F outdoors
New Jersey	June 1, 2024	Heat index	• Heat index of >90°F outdoors • Heat index of > 87°F indoors • Heat index of > 82°F indoors for employees with clothing that restricts heat removal
Arizona (heat and cold)		Globe thermometer	• Globe thermometer < 60°F > 80°F outdoors (indoors more complicated - more to come)

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REGULATORY UPDATES CHANGES


Indoor/Outdoor Heat Illness (Minnesota)

- Minnesota 5205.0110 Subp. 2 along with General Duty Clause
- Scope:**
 - Employees shall not be exposed to indoor environmental heat conditions in excess of the values listed in Table.

Work Activity	WBGT, °F
Heavy work	77
Moderate work	80
Light work	86

- Employees with exposure to heat shall be provided training.



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REGULATORY UPDATES CHANGES

PFAS Prohibitions (Minnesota)

- #### Background

PFAS are a group of man-made chemicals known for their persistence in the environment and links to health risks. Minnesota has passed legislation to **regulate, restrict, and phase out** PFAS in consumer products.
- #### PFAS Reporting Requirement

 - Effective Date: January 1, 2026**
 - Who Must Report:** Manufacturers of products sold in Minnesota that contain intentionally added PFAS.
 - What to Report:**
 - Description and purpose of the product
 - Amount and type of PFAS used
 - Contact information of the manufacturer
 - The **Minnesota Pollution Control Agency (MPCA)** will manage the reporting system.

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REGULATORY UPDATES CHANGES

PFAS Prohibitions (Minnesota)

- #### PFAS Use Prohibitions

Phase 1:
Specific Product Bans (Effective January 1, 2025)


PFAS are **prohibited** in the following products:

 - Carpets and rugs
 - Fabric treatments
 - Food packaging
 - Juvenile products (items intended for use by children under 12)
 - Cookware
 - Cosmetics
 - Ski wax

Phase 2:
Total Ban Unless Exempted (Effective Jan. 1, 2032)

PFAS will be banned in all products sold in Minnesota unless:

 - The use is considered **"currently unavoidable"**, and
 - The product has received an exemption from the **MPCA**.

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REGULATORY UPDATES CHANGES

Lockout/Tagout

1989
Original Standard
OSHA issued the LOTO standard (29 CFR 1910.147) to protect workers from hazardous energy during servicing and maintenance.


2019
Start of Modernization Effort
OSHA published a Request for Information (RFI) titled: "Control of Hazardous Energy (Lockout/Tagout) – Update to Standard"

The goal: assess whether modern computer-based control systems can safely substitute traditional LOTO methods.

2024 - 2025
Current Status

- The rule remains in pre-rule (long-term action) stage on OSHA's regulatory agenda.
- No formal rule has been proposed yet.
- OSHA is analyzing stakeholder feedback and technological feasibility.

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STRATEGIES FOR MAINTAINING COMPLIANCE

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STRATEGIES FOR MAINTAINING OSHA COMPLIANCE

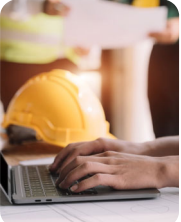
Build a Proactive Compliance Monitoring System (Leverage Technology)

What it means:
Don't wait for changes to happen – actively monitor and anticipate regulatory shifts.

How to do it:

- Assign a designated compliance officer or team.
- Subscribe to OSHA updates, industry newsletters, and the Federal Register.
- Use compliance software or dashboards that auto-update regulations.

Why it matters:
Reacting late to changes increases risk – proactive systems helps you stay ahead, not just stay afloat.



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STRATEGIES FOR MAINTAINING OSHA COMPLIANCE

Embed Compliance into Daily Operations (Continuous training and communication)

What it means:
Make OSHA compliance part of everyday processes instead of treating it as a separate checklist.

How to do it:

- Integrate OSHA standards into SOPs, training, and audits.
- Train frontline supervisors to recognize and address potential violations early.
- Conduct frequent internal safety audits and spot checks.

Why it matters:
Embedding compliance fosters a culture of safety – reducing both legal risk and workplace injuries.



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STRATEGIES FOR MAINTAINING OSHA COMPLIANCE


Continuously Train and Empower Employees

What it means:
Keep your team educated, involved, and accountable for safety and compliance.

How to do it:

- Offer regular training on new regulations and best practices.
- Use microlearning, toolbox talks, and scenario-based training to keep it practical.
- Empower employees to report hazards without fear of retaliation.

Why it matters:
Well-informed employees are your first line of defense – they help identify gaps before OSHA does.



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TOOLS TO INTEGRATE REGULATORY REQUIREMENTS

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TOOLS TO INTEGRATE REGULATORY REQUIREMENTS INTO YOUR SAFETY PROGRAM


Compliance Management Software

What it is:
Digital platforms that help track, update, and document regulatory requirements.

Example

- KPA Flex

Why it works:
Automates alerts for new regulations, manages corrective actions, tracks training, and centralizes documentation – making compliance more structured and less reactive



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TOOLS TO INTEGRATE REGULATORY REQUIREMENTS INTO YOUR SAFETY PROGRAM

Regulatory Checklists & Audit Templates

What it is:
Standardized tools that align directly with OSHA (or other) requirements.

How to use them:

- Customize checklists by department, task, or regulation (e.g., lockout/tagout, hazard communication).
- Conduct routine audits and spot inspections using these tools.

Why it works:
Ensures consistency, helps identify gaps early, and provides documentation inspections or incident investigations.



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TOOLS TO INTEGRATE REGULATORY REQUIREMENTS INTO YOUR SAFETY PROGRAM

Training Management Systems (TMS)

What it is:
Software or systems that deliver, track, and document employee training based on compliance needs.

Examples:

- FLEX, or built-in LMS features in HR platforms.

Why it works:
Helps ensure employees are trained on the right regulations at the right time and automatically tracks completions and recertification deadlines.



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TOOLS TO INTEGRATE REGULATORY REQUIREMENTS INTO YOUR SAFETY PROGRAM

OSHA's Recommended Practices Worksheets

What it is:
OSHA provides free, downloadable worksheets as part of its "Safety and Health Programs Step-by-Step Guide".

Why it works:

- Provides actionable steps.
- Include tools like the Program Self-Evaluations and Implementation Checklists.
- Employers can customize these to their workplace.






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STAY UP TO DATE PROACTIVE RESOURCES

- **Subscribe to OSHA's Official Updates**—OSHA QuickTakes Newsletter: Biweekly email update with regulatory news, enforcement actions, and resources. Sign up here: <https://www.osha.gov/quicktakes>
- **Check OSHA's Website Regularly:** Visit the "What's New" section and the "Law and Regulations" page on www.osha.gov for news releases, final rules, and proposed regulations. The site also lists the latest Federal Register notices and public comment periods.
- **Follow OSHA on Social Media:** Monitor OSHA's accounts on platforms like X (@OSHA_DOL) for real-time updates on regulatory changes, enforcement actions, and safety campaigns.
- **Monitor Federal Register:** Check www.federalregister.gov for OSHA's official publications, including new rules and comment deadlines (e.g., the extended heat injury rule comment period until Jan. 14, 2025). OSHA publishes proposed rules, final rules, and notices here.
- **Review the Regulatory Agenda:** Access the Department of Labor's semiannual regulatory agenda (published on www.reginfo.gov) to track upcoming OSHA rulemakings, including pre-rule, proposed, and final rule stages.






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STAY UP TO DATE PROACTIVE RESOURCES

- **Join Professional Safety Organizations:** NSC (National Safety Council), ASSP (American Society of Safety Professionals), and others often provide timely analysis, webinars, and summaries of OSHA changes. Membership often includes access to experts and compliance tools.
- **Attend OSHA Webinars and Events:** Register for free OSHA webinars, such as those on the Injury Tracking Application or whistleblower programs, announced on their website or social media. OSHA itself hosts stakeholder meetings and listening sessions. Trade shows like the NSC Safety Congress or ASSP's annual conference often include breakout sessions on regulatory updates.
- **Consult Safety Professionals:** Work with compliance consultants or subscribe to services like KPA for curated updates and compliance tools.
- **Network on Social Media:** Follow industry experts and organizations on LinkedIn or X for insights and links to updates and training on new rules.

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QUESTIONS?



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 safety@northriskpartners.com

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