



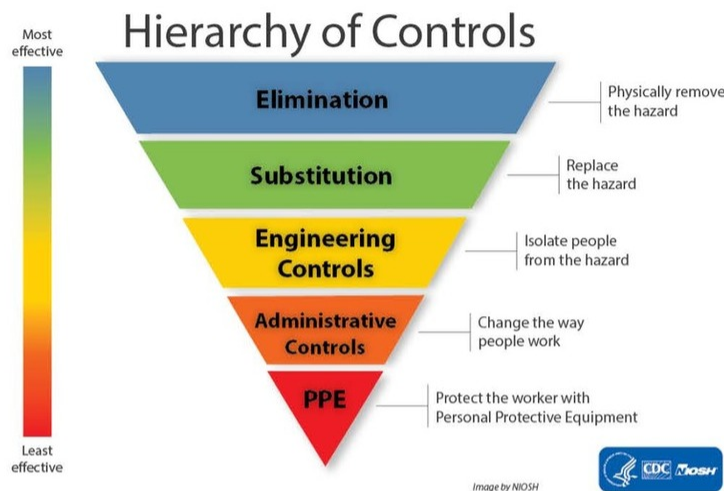
Weekly Safety Tip

Mitigating Heat Stress

**By Applying the
Hierarchy of Controls (HOC)**

NOTE: These SAFETY TIPS are fairly representative but not fully definitive, so you will need to engage a work team to select and confirm these and other controls that may be necessary to address the heat-involved particulars to be faced in your workplace activities... DaveV

Managing heat stress in the workplace requires a strategic approach to minimize risks and protect workers. The following interventions are organized according to the Hierarchy of Controls, a framework that prioritizes hazard mitigation strategies from most effective (eliminating the hazard) to least effective (personal protective equipment).



Ideally, eliminating the hazard is preferred, but in the real world with complex work environments, adaptive control actions are often the most practical to apply for protecting against a heat-related incident.

Elimination

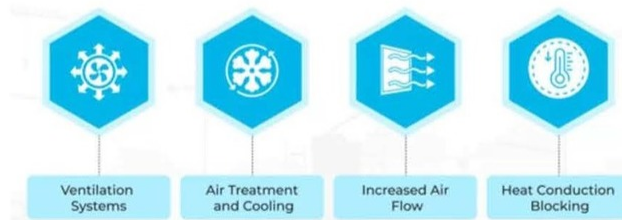
- ☐ Automate high-heat processes to eliminate worker exposure to heat

Substitution

- ☐ Where possible, adopt less heat-intensive tools, processes or equipment

Engineering Controls

Reducing Heat Stress through Engineering Controls



- ☐ Install fans, air conditioning, or ventilation systems on the worksite, in designated break areas, and/or in cool-down stations
- ☐ Use reflective or heat-absorbing shields or barriers
- ☐ Provide cooling systems such as portable fans or misting devices
- ☐ Set up tents, canopies, or shaded structures over work area

Weekly Safety Share



OSHA Expands Penalty Reduction for Small Businesses



SAFETY & HEALTH SHARE

OSHA Expands Penalty Reduction for Small Businesses from 60% to 70%



OSHA announced that businesses employing up to 25 employees will receive a penalty reduction of 70%, which was previously limited to businesses with 10 or fewer employees.

OSHA previously gave a 60% reduction for employers with 11-25 employees.

An OSHA spokesman said: *"Small employers who are working in good faith to comply with complex federal laws should not face the same penalties as large employers with abundant resources."*

Additional changes:

15% reduction for employers of any size that immediately take steps to address or correct a hazard, the so-called **quick fix**.

Quick Fix already exists, but the definition of "immediately" has been expanded from "during the inspection or the same day," to **up to 15 days** if the "immediate" fixes "require more complex abatement actions such as purchase of materials, fabrication of parts, training, etc."

Both versions still require the employer to "prevent employee exposure to the hazard until the condition is abated to receive **Quick-Fix** credit, which is not available for high gravity serious," "willful," "repeated," or "failure-to-abate" violations, nor violations "related either to a fatal injury or illness, or to any incidents resulting in serious injuries to employees. Blatant violations that can be easily corrected (putting on a hard hat) are also not included.

20% reduction for employers with no recent serious violations. This includes businesses never inspected by OSHA (federal or state), and those that have been inspected in the previous 5 years and had no serious, willful, or failure-to-abate violations.

Previously, if an employer had been OSHA inspected during the previous 5 years and had been found to be in compliance with OSHA standards or were not issued serious violations, they could receive a 10% penalty reduction.

The new policies are effective immediately, with these qualifiers:

- **Penalties issued before July 14, 2025**, will remain under the previous penalty structure.
- Open investigations in which penalties have not yet been issued are covered by the new guidance.
- OSHA retains the right to withhold reductions where they are not warranted due to the nature of the violations.

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DA Varwig for SCNWO

NOTE: Next page highlights relevant content in OSHA Field Operations Manual (FOM) Chapter 6



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