



# OSHA PENALTY INCREASE OVERVIEW

Applicable to states under Federal OSHA Jurisdiction:

Alabama | Arkansas | Colorado | Connecticut\* | Delaware | Florida | Georgia | Idaho | Illinois\* | Kansas | Louisiana | Maine | Massachusetts | Mississippi | Missouri | Montana | Nebraska | New Hampshire | New Jersey\* | New York\* | North Dakota | Ohio | Oklahoma | Pennsylvania | Rhode Island | South Dakota | Texas | West Virginia | Wisconsin

TYPE OF VIOLATION	EXAMPLE OF VIOLATION	PRIOR MAXIMUM PENALTY (Citation issued before August 2, 2016)	NEW MAXIMUM PENALTY (Violation occurred after November 2, 2015 & citation issued after August 1, 2016)
<p><b>Willful Violation</b> (the employer either knowingly failed to comply with a legal requirement (purposeful disregard) or acted with plain indifference to employee safety)</p>	<p>Employer instructs employee on to roof with known fall hazard without proper fall protection (29 CFR 1926.501)</p>	<p>\$70,000</p>	<p><b>\$124,709</b></p>
<p><b>Repeat Violation</b> (After receiving a <u>final</u> citation, a substantially similar violation cited within 5 years)</p>	<p>Failure to provide fall protection, after previously being cited within 5 years</p>	<p>\$70,000</p>	<p><b>\$124,709</b></p>
<p><b>Serious Violation</b> (the workplace hazard could cause an accident or illness that would most likely result in death or serious physical harm, unless the employer did not know or could not have known of the violation)</p>	<p>Failure to provide necessary fall protection (29 CFR 1926.501)</p>	<p>\$7,000</p>	<p><b>\$12,471</b></p>
<p><b>Other-Than-Serious Violation</b> (violation that has a direct relationship to job safety and health, but is not serious in nature)</p>	<p>Failure to properly post OSHA Safety &amp; Health Protection poster (29 CFR 1903.2)</p>	<p>\$7,000</p>	<p><b>\$12,471</b></p>
<p><b>Failure-to-Abate Violation</b> (After a citation, a follow-up inspection shows failure to abate hazard)</p>	<p>Previously-cited blocked exit remains blocked during follow-up inspection (29 CFR 1910.37(a)[3])</p>	<p>\$7,000 (daily)</p>	<p><b>\$12,471 (daily)</b></p>
<p><b>Posting Requirement Violation</b></p>	<p>Failure to post OSHA 300A logs by February 1 (29 CFR 1904.32)</p>	<p>\$7,000</p>	<p><b>\$12,471</b></p>

\*Public-sector employees covered by state plans