# Engage PEO Client Alert

## OSHA Penalties for Workplace Safety and Health Inspections Increased for Inflation

**What's New**: The U.S. Department of Labor increased the maximum civil penalties that may be assessed against employers as a result of workplace safety and health inspections. These penalties apply to all citations issued by the Occupational Safety and Health Administration (OSHA) beginning January 15, including for employers who currently have an open inspection with OSHA.

**Why It Matters**: The maximum fine for Serious and Other than Serious violations has increased to $14,502 from $13,653 per violation. This is a 6.2% increase as compared to a 1.2% increase from 2020 to 2021. The maximum fine for Willful and Repeated violations has increased to $145,027 from $136,532 per violation, the same percentage increase.

These increases are the result of legislation passed in 2015 that implemented OSHA fine increases based on annual cost-of-living adjustments to ensure that fines maintain their deterrent effect on employers. Employers that do business in states where a state agency, rather than Federal OSHA, enforces the Occupational Safety and Health Act, will also see increases because those states are required to adopt maximum penalties that are at least as effective as OSHA's.

The new violation fine structures can be found on OSHA's web site.

If you have concerns or needs with regards to OSHA compliance, please contact the Engage PEO Risk Team at wc@engagepeo.com.