Topics for Discussion
TCGA Safety Committee
2025 Summer Meeting

1. **Department of Labor – Wage and Hour Division:**
    - 1 facility Inspected by DOL W&H (1).
        - No fines or penalties as of this report (req'd OT payments)
    - Most problems during past inspections
        - Not providing terms of employment to employees (WH516).
        - Not providing housing conditions to employees (WH521).
        - Daily OT with 48-Hour exemption.
        - Failure to keep accurate payroll records.
    - 1 facility Inspected by ICE for an I-9 Inspection
        - No report yet
        - Discussing I-9s during District Meetings

2. **Legislation Filed During Session:**
    - 3 Heat Standard Bills filed.
    - Multiple "E-Verify" Bills filed this year. One bill left held in committee.
    - Migrant Housing Bill filed as in past years. Passed. Mainly penalties.

3. **Heat Injury and Illness Standard:**
    - This is not dead yet!
    - National Emphasis Program extended to April 2026.
    - Hearing begins June 16th.
    - Need to maintain current programs.

4. **Department of Labor OSHA – 12 Total Interactions (8):**
    - 8 "In Person" Inspections – 4 "Not In Person" Inspections.
    - 3 Expedited Informal Settlement with Citation.
    - 3 Citations.
    - 1 No Action by OSHA.
    - 1 RRI then Inspected with Citation.
    - 4 Rapid Response Investigations with no further action.
    - See attached Report of Reportable Accidents.

5. **OSHA – National Issues:**
    - Dr. Wakelyn is monitoring safety issues through OSHA Roundtable and Coalition for Workplace Safety. All issues below actively reviewed by Dr. Wakelyn.
        - Monitoring proposed modernization of Lockout/Tagout Regulations.

    - Enforcement Guidelines
        - 2.5% Increase in Penalties ($16,550 serious, $165,514 willful)
        - Revised "Site Specific Targeting" inspections of non-construction sites

    - Independent Contractor Rule
        - Implemented Jan 2024
        - DOL issued guidance May 2025 not to apply 2024 rule analysis