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OSHA Requirements by State

The Occupational Safety & Health Act encourages states to develop and operate their own job safety and health programs that are at least as stringent as federal standards. State plans are approved and monitored by the Occupational Safety & Health Administration (OSHA). While most states adopt standards identical to federal requirements, some state requirements offer additional protections.

Use the chart below to determine your states' health and safety requirements:

KEY:

OSHA approved state plan: Participation in OSHA's state program is voluntary. However, states that do participate are provided with up to 50 percent of the plan's operating costs. OSHA permits approved state plans to establish their own safety & health standards that are at least as effective as the federal requirements.

Safety Committees: Consist of a group of individuals that meets regularly to discuss work-related safety and health concerns, conducts periodic worksite inspections, reviews investigations of occupational accidents, and generates and implement suggestions for preventing future accidents.

Written Safety and Health Programs: Must include the elements of worksite analysis to identify actual and potential hazards, technical and administrative control of the hazards, and training for all personnel.

Other state requirements: State approved OSHA plans are permitted to develop standards at least as effective as federal OSHA rules. Some states choose to follow federal requirements identically and others choose to include additional standards.

| State: | OSHA approved state plan? | Safety committee required? | Written safety & health program required? | Other State Requirements: (beyond the federal OSHA standards) |
|-------------|----------------------------------|--|---|---|
| Alabama | No | -- | -- | -- |
| Alaska | Yes | No | Yes | <p>Employers must have a physical agent data sheet for each physical agent present in the workplace. These sheets are in addition to the MSDS required under federal law.</p> <p>OSHA notification compulsory when one or more employees require hospitalization.</p> <p>Full details here: http://labor.state.ak.us/lss/home.htm</p> |
| Arizona | Yes | No | No | No |
| Arkansas | No | -- | -- | -- |
| California | Yes | No | Yes | <p>The state's hazard communication standard differs from federal standards. In addition, CA employers must conduct periodic worksite inspections to identify unsafe conditions and work practices, eliminating any hazards found. For full details on CA specific OSHA requirements visit: http://www.dir.ca.gov/oshsb/oshsb.html</p> |
| Colorado | No | -- | -- | -- |
| Connecticut | <i>For Public Employers Only</i> | Yes, for all employers with 25 or more employees | Yes | No |
| Delaware | No | -- | -- | -- |
| Georgia | No | -- | -- | -- |

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|---------------|---------------------------|----------------------------|--|---|
| Hawaii | Yes | No | Yes, for all employers with 25 or more employees | Hawaii has its own standards relating to fall protection, steel erection, air contaminants, safety and health programs and for certification of hoisting equipment operators. For full details visit: http://hawaii.gov/labor/hiosh/hiosh-links/adminrules2.shtml |
| Idaho | No | -- | -- | -- |
| Illinois | No | -- | -- | -- |
| Indiana | Yes | No | No | No |
| Iowa | Yes | No | No | Iowa has its own standards relating to: sanitation and shelter rules for railroad employees; hazardous chemical risks right to know; safety/emergency response right to know; and asbestos removal and encapsulation. For full details visit: http://www.iowaworkforce.org/labor/iosh/ |
| Kansas | No | -- | -- | -- |
| Kentucky | Yes | No | No | Kentucky has adopted additional requirements that are stricter than federal standards for hazard communication, first aid, lockout procedures for hazardous energy, and noise protection. For details visit: http://www.koshrc.ky.gov/statutesregs.htm |
| Louisiana | No | -- | -- | -- |
| Maine | No | -- | -- | -- |
| Maryland | Yes | No | No | Maryland has adopted several state-specific requirements that are stricter than federal requirements for confined spaces, hazard communication, material handling, and powered equipment. For details, visit: http://www.dlir.state.md.us/labor/mosh/moshspecific.shtml |
| Massachusetts | No | -- | -- | -- |

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|---------------|---------------------------|--|--|---|
| Michigan | Yes | No | No | Michigan has adopted several state-specific requirements for general industry workplaces that are stricter than federal requirements for bloodborne pathogens, electrical safety, first aid in construction, hazard communication, machine guarding, material handling, and permissible exposure limits for certain air contaminants. For details, visit: http://www.michigan.gov/dleg/0,1607,7-154-11407_15368--,00.html |
| Minnesota | Yes | Yes, for all employers with 25 or more employees | Yes | Minnesota has its own standards relating to: confined spaces, foot-activated machinery, material handling (forklifts), permissible exposure limits, and personal protective equipment. Employers with 10 or more employees must inform employees of hazardous chemicals in the workplace and conduct annual refresher trainings. For details, visit: http://www.dli.mn.gov/MnOsha.asp |
| Mississippi | No | -- | -- | -- |
| Missouri | No | -- | -- | -- |
| Montana | No | -- | -- | -- |
| Nebraska | No | -- | -- | -- |
| Nevada | Yes | Yes, for all employers with 25 or more employees | Yes, for employers with 11 or more employees or any manufacturer of explosives | Nevada has adopted additional requirements relating to: material handling, machine guarding, process safety, and recordkeeping. For details, visit: http://www.leg.state.nv.us/nac/nac-618.html |
| New Hampshire | No | -- | -- | -- |

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|----------------|----------------------------------|--|---|---|
| New Jersey | <i>For Public Employers Only</i> | -- | -- | New Jersey has its own requirements pertaining to public workers. For more information on the Public Employees Occupational Safety & Health Act, visit: http://lwd.dol.state.nj.us/labor/lse/laws/peosha_law.html |
| New Mexico | Yes | No | Yes | New Mexico standards are substantially identical to those of the federal OSH Act. For details, visit: http://www.nmenv.state.nm.us/OHSB_Website/Regulations.htm |
| New York | <i>For Public Employers Only</i> | No | No | New York has adopted its own standards for public sector employers that are stricter than federal requirements with regards to: asbestos exposure, hazard communication, and process safety management. For details, visit: http://www.labor.state.ny.us/workerprotection/safetyhealth/DOSH_PESH.shtm |
| North Carolina | Yes | -- | Yes | North Carolina has added several state-specific requirements that are stricter than federal requirements, including hazardous waste operations and emergency response training, personal protective equipment, and permissible exposure limits. For more details, visit: http://www.nclabor.com/osha/etta/state_specific_rules/stds.htm |
| North Dakota | No | -- | -- | -- |
| Ohio | No | -- | -- | -- |
| Oklahoma | No | -- | -- | -- |
| Oregon | Yes | Yes, for all employers with 11 or more employees at each worksite, and for certain employers with fewer than 11 employees. | -- | Oregon has its own safety & health requirements pertaining to asbestos notification, personal protective equipment, and permissible exposure limits. For details, visit: http://www.orosha.org/rules_laws.html |
| Pennsylvania | No | -- | -- | -- |

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|----------------|----------------------------------|-----------------------------------|--|---|
| Rhode Island | No | -- | -- | -- |
| South Carolina | Yes | -- | -- | South Carolina has its own standards pertaining to: respiratory protection, excavation, powered industrial trucks, and spray finishing using flammable material. For details visit: http://www.llr.state.sc.us/Labor/Osha/index.asp?file=suba.htm |
| South Dakota | No | -- | -- | -- |
| Tennessee | Yes | No | Yes | For the most part, Tennessee has adopted the same standards as the federal OSHA requirements with exceptions for bloodborne pathogens, permissible exposure limits, hazardous air contaminants, and hazard communication. For details, visit: http://www.state.tn.us/labor-wfd/standproc.html |
| Texas | No | -- | -- | -- |
| Utah | Yes | No | No | Utah has adopted stricter requirements applicable to emergency preparedness, machine guarding, material handling, process safety management, recordkeeping, and reporting. For more details, visit: http://www.rules.utah.gov/publicat/code/r614/r614.htm |
| Vermont | Yes | No | No | Vermont has its own requirements pertaining to permissible exposure limits, medical examinations, and citations. For details, visit: http://labor.vermont.gov/?TabId=383 |
| Virginia | Yes | No | No | Virginia has its own requirements pertaining to the medical records and posting and reporting. In addition, the state's Asbestos Notification and Permit Program requires licensing and certification of asbestos contractors and workers by the Department of Professional and Occupational Regulation (DPOR). Identical provisions also exist for lead contractors. For details, visit: http://www.doli.virginia.gov/vosh_enforcement/vosh_standards.html |

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|---------------|----------------------------------|-----------------------------------|--|--|
| Washington | Yes | Yes | Yes | Washington grouped a number of basic safety and health standards, necessary for most employers, into one code section (Chapter 296-800 WAC), referred to as Core Rules. The Core Rules include requirements for a Safe Workplace, Accident Prevention Programs, First Aid, PPE, Hazard Communication, Safety Bulletin Board/Poster, Lighting, Housekeeping, Tobacco Smoke in the Office, Stairs and Railings, Floor Holes and Openings, Basic Electrical Rules, Portable Fire Extinguishers, and Exit Routes – among others. For details, visit: http://www.lni.wa.gov/wisha/rules/corerules/default.htm |
| West Virginia | No | -- | -- | -- |
| Wisconsin | No | -- | -- | -- |
| Wyoming | Yes | No | No | No |