

EMPLOYMENT LAWSCENE ALERT: INCREASED OSHA PENALTIES NOW IN PLACE

Last November, we alerted you ([here](#)) that, in August 2016, OSHA penalties would be increasing significantly. Those new maximum penalties went into effect on August 1, 2016 and can be applied to any citation issued for a violation that occurred after November 2, 2015. The below chart summarizes the previous penalties and the new penalties, which were increased due to a catch-up provision and an additional increase based on the Consumer Price Index:

Type of Violation	Former Maximum Penalty	Maximum Penalty as of 8/1/2016
Willful Violation	\$70,000	\$124,709
Serious Violation	\$7,000	\$12,471
Other-The-Serious Violation	\$7,000	\$12,471
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Failure to Abate Violation	\$7,000	\$12,471
Repeat Violation	\$70,000	\$124,709

OSHA penalties will now be increased annually on January 15 based on the Consumer Price Index. Employers must keep a keen eye on safety now more than ever because OSHA's increased enforcement is now coupled with an increase in monetary penalties.