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# Minnesota Occupational Safety and Health Compliance State OSHA Annual Report (SOAR)

FFY2025

MNOSHA — 23g

December 2025

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## Introduction

The Minnesota Occupational Safety and Health Administration (MNOSHA) program is administered by the Minnesota Department of Labor and Industry (DLI); the program became effective August 1, 1973, with final state-plan approval obtained July 30, 1985. MNOSHA includes the Compliance unit, which is responsible for compliance program administration (conducting enforcement inspections, adoption of standards and operation of other related OSHA activities) and the Workplace Safety Consultation (WSC) unit, which provides free consultation services, on request, to help employers prevent workplace accidents and diseases by identifying and correcting safety and health hazards.

MNOSHA's mission is: "To make sure every worker in the state of Minnesota has a safe and healthful workplace." This mandate involves the application of a set of tools, including standards development, enforcement, compliance assistance and outreach, that enable employers to maintain safe and healthful workplaces.

MNOSHA's vision is to be a leader in occupational safety and health and make Minnesota's workplaces the safest in the nation. MNOSHA is striving for the elimination of workplace injuries, illnesses, and deaths so all of Minnesota's workers can return home safely. MNOSHA believes that to support this vision, the workplace must be characterized by a genuine, shared commitment to workplace safety by both employers and workers, with necessary training, resources and support systems devoted to making this happen.

The Minnesota occupational safety and health strategic plan for federal-fiscal-years (FFY) 2024 through 2028 established the following three strategic goals.

### **MNOSHA Compliance strategic goals**

- Goal 1: Reduce occupational hazards through compliance inspections.
- Goal 2: Promote a safety and health culture through compliance assistance, outreach, cooperative programs and strong leadership.
- Goal 3: Strengthen and improve MNOSHA's infrastructure.

The FFY2025 performance plan provided the framework for accomplishing the goals of the MNOSHA strategic plan by establishing specific performance goals. This State OSHA Annual Report (SOAR) presents a review of the strategies used and results achieved in FFY2025. Special accomplishments, as well as the successful completion of mandated activities, are also discussed.

## Summary of annual performance plan results

With few exceptions, MNOSHA Compliance's FFY2025 performance goals have been achieved. Each of the FFY2025 performance goals and the activities and strategies used to achieve those goals are described below. Comments and discussion relating to accomplishment of goal sub-items follows each chart.

### Goal 1: Reduce occupational hazards through compliance inspections

| How progress in achieving this goal will be assessed                                                                                                                                                            | Baseline Sept. 30, 2024                                                                                                                                                               | FFY2025 target                                                                              | FFY2025 results                                                                                                                        |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|
| Reduce total recordable cases (TRC) rate.                                                                                                                                                                       | Bureau of Labor Statistics (BLS) data.<br><br>Calendar year (CY) five-year average using the five years prior to the target year.<br><br>CY2019-2023 avg: 3.36.                       | Reduction in TRC rate from the previous five-year avg.<br><br>CY2019-2023 avg: 3.36.        | Consistent reduction over five-year plan (see comments following chart 1.1).<br><br>CY2024 TRC rate: 2.9 a 13.7% decrease.             |
| Reduce fatality rate <sup>1</sup> for fatalities within MNOSHA's jurisdiction.                                                                                                                                  | Department of Employment and Economic Development (DEED) and MNOSHA data.<br><br>FFY five-year average using the five years prior to the target year.<br><br>FFY2020-2024 avg: 1.217. | Reduction in fatality rate from the previous five-year avg.<br><br>FFY2020-2024 avg: 1.217. | Consistent reduction over the five-year plan (see comments following chart 1.2).<br><br>FFY2025 fatality rate: 0.793 a 34.8% decrease. |
| Number of hazards identified, and establishments visited: <ul style="list-style-type: none"> <li>the total hazards identified and establishments visited</li> <li>establishment emphasis<sup>2</sup></li> </ul> | MNOSHA data FFY2018-2022 avg: 2,416; 1,538.                                                                                                                                           | N/A.                                                                                        | 3,620; 1,519.                                                                                                                          |
| Inspection emphasis <sup>3</sup>                                                                                                                                                                                | N/A                                                                                                                                                                                   | Sixty-five percent of all programmed inspections.                                           | Ninety-four percent of all programmed inspections.                                                                                     |
| National emphasis programs <sup>4</sup>                                                                                                                                                                         | Current practice                                                                                                                                                                      | Current practice                                                                            |                                                                                                                                        |

| How progress in achieving this goal will be assessed | Baseline Sept. 30, 2024           | FFY2025 target   | FFY2025 results |
|------------------------------------------------------|-----------------------------------|------------------|-----------------|
| Local emphasis programs <sup>5</sup>                 | Current practice                  | Current practice |                 |
| Ergonomics <sup>6</sup>                              | Current practice                  | Current practice |                 |
| Percent of designated programmed inspections         | MNOSHA data FFY2018-2022 avg: 67% | 50%              | 77%             |

## Goal 1 — Comments

### Goal 1.1

**Reduce total recordable cases: FFY2025 target = reduction in TRC rate from the previous five-year average and a consistent reduction over the five-year plan.**

Minnesota’s estimated workplace injury and illness rate for 2024 was unchanged from that of 2023. According to the annual Survey of Occupational Injuries and Illnesses, the state had an estimated 2.9 OSHA-recordable, nonfatal workplace injuries and illnesses per 100 full-time-equivalent (FTE) workers in 2024; the estimated rate for 2023 was the same. This is the lowest rate recorded since the measurement started in 1973.

The survey estimated Minnesota had 66,000 workers with OSHA-recordable, nonfatal workplace injuries and illnesses in 2024, compared to 65,100 estimated cases for 2023. Injuries accounted for 62,600 (95%) cases in 2024; Illnesses were an additional 3,400 cases in 2024.

In 2024, Minnesota’s employment covered by the survey was approximately 2.89 million workers. In 2023, employment covered by the survey was 2.85 million workers.

The industries with the highest total injury and illness rate in Minnesota were: state hospitals (13.3 cases per 100 FTE workers); local government nursing care facilities (10.8); private industry beverage and tobacco manufacturing (8.2); and private industry couriers and messengers (8.2). These survey results show the importance of employers taking measures to keep the workplace safe from the hazards that cause injuries and illnesses.

The TRC rate for CY2024 decreased 13.7% from the previous five-year average.

### Goal 1.2

**Reduction in the state fatality rate: FFY2025 target = reduction in fatality rate from the previous five-year average and a consistent reduction over the five-year plan.**

The fatality rate for FFY2025 decreased 34.8% from the previous five-year average. There were 23 fatalities in Minnesota in FFY2025 and the rate of fatalities (0.793) was lower than the average rate of fatalities for FFY 2020 through 2024 (1.217). This was the lowest rate in the past five fiscal-years. The fatalities occurred in a broad range of industries and were due to a variety of causes. MNOSHA conducts inspections according to its policies

and it addresses workplace fatalities through its various outreach methods. MNOSHA, along with its staff members, partners and other stakeholders, will further identify areas to focus outreach resources on.

Minnesota's fatal occupational injuries per 100,000 FTE workers (2023) is 2.5. This is the lowest of its surrounding states: Iowa, North Dakota, South Dakota and Wisconsin. This is from U.S. Bureau of Labor Statistics data, available at the Injuries, Illnesses and Fatalities webpage.

### **Goal 1.3**

**Hazards abated and establishments visited: FFY2025 target = 65% of all programmed inspections conducted in emphasis industries.**

In FFY2025, MNOSHA investigators conducted 1,519 inspections where 3,620 hazards were identified and cited. Seventy percent of the inspections conducted resulted in violations; 69% of violations were cited as "serious." MNOSHA continues to create incentives for employers to address safety and health issues through strong, fair and effective enforcement of safety and health regulations. It focused its programmed inspections to reduce injuries, illnesses and fatalities in certain emphasis industries. The FFY2025 goal was for 65% of all programmed inspections conducted to be in the emphasis industries; MNOSHA met this goal, with 94% of all programmed inspections conducted in the emphasis industries. MNOSHA had a goal of 100 inspections in local emphasis program areas and conducted 218. As part of new local emphasis focus, MNOSHA conducted 50 programmed inspections in the Noise local emphasis and 4 programmed inspections in the Commercial diving local emphasis.

In FFY2025, the MNOSHA public-sector consultation program continued its work concerning workplace violence prevention, because ongoing incidents of workplace violence generated interest for technical assistance in the form of on-site evaluations and formal training. In FFY2025, 25 separate interventions were conducted with various public-sector groups, providing workplace violence prevention information to a wide range of audiences covering more than 700 participants.

In FFY2025 MNOSHA continued outreach to stakeholders regarding safe patient handling and ergonomics. MNOSHA also conducted inspections related to our new ergonomics statute in healthcare, meatpacking and warehousing. These inspections in hospitals, surgical centers and nursing homes also focused on safe patient handling.

**Goal 2: Promote a safety and health culture through compliance assistance, outreach, cooperative programs and strong leadership**

| <b>How progress in achieving this goal will be assessed</b>     | <b>Baseline Sept. 30, 2024</b>             | <b>FFY2025 target</b>             | <b>FFY2025 results</b>                                                |
|-----------------------------------------------------------------|--------------------------------------------|-----------------------------------|-----------------------------------------------------------------------|
| Partnerships                                                    | Number of FFY2023 partnerships: Two        | Maintain                          | Three maintained (see comments following chart 2.1a,c)                |
| Voluntary Protection Programs (Minnesota Star (MNSTAR) Program) | Number of FFY2023 MNSTAR Program sites: 34 | One new and five recertifications | Two new and five recertifications (see comments following chart 2.1b) |
| Compliance assistance opportunities <sup>7</sup>                | Current practice                           | Ongoing                           | (See comments following chart 2.1a,c)                                 |
| Alliances <sup>8</sup>                                          | N/A                                        | Maintain                          | (See comments following chart 2.1c)                                   |
| Outreach and training <sup>9</sup>                              | FFY2018-2022 average: 3,000                | 2,000                             | 2,894                                                                 |
| Homeland security efforts                                       | Current practice                           | Ongoing                           | Ongoing (see comments following chart 2.3)                            |
| Response time and stakeholder service <sup>10</sup>             | Current practice                           | Ongoing                           | Ongoing (see comments following chart 2.4)                            |

## Goal 2 — Comments

### Goal 2.1. a,c

#### **Compliance assistance (including maintaining two partnerships) in FFY2025.**

MNOSHA's construction safety and health partnerships with the Minnesota Chapter of Associated Builders and Contractors and with Associated General Contractors of Minnesota are designed to help reduce the number of injuries, illnesses and fatalities at participating construction industry employers.

Partnerships are managed by both associations and have three levels. Level 1 requires the employer to maintain the minimum requirements of a safety and health program. Level 2 requires a more comprehensive safety and health program. Level 3 is MNOSHA's Cooperative Compliance Partnership (CCP) program, whereby MNOSHA Compliance will provide compliance assistance for a specific project. To qualify, contractors must be at Level 2 for a minimum of one year and can then apply for participation in the CCP program for construction projects expected to last at least six months, but fewer than 18 months.

In FFY2025, MNOSHA completed CCP agreements with 12 Level 3 individual contractors at 11 specific construction sites, across the state. The partnership program continues to have quarterly meetings with Level 3 contractors. At these meetings, contractors share best practices with each other. The focus of the meetings is on accident and injury reduction.

MNOSHA is wrapping up the partnership agreement with the Minnesota Department of Transportation and the Ames/Kraemer Joint Venture. This partnership is for the I-35, I-535, Highway 53 Twin Ports Interchange project in Duluth, Minnesota. This project consists of the reconstruction of the interchange to improve safety and traffic flow. This project began in October 2020 and will continue through spring of 2026.

MNOSHA continues to strive to improve communication with immigrant and "hard-to-reach" employers and employees. MNOSHA employs two investigators who are fluent in both English and Spanish. MNOSHA also employs one investigator who is fluent in both English and Hmong. In addition, MNOSHA provides written materials to immigrant and other hard-to-reach employers in coordination with the Department of Labor and Industry's community services representative. MNOSHA continues to use the Language Line Services live telephone translation service to ensure effective communication is provided to the diverse Minnesota workforce.

### Goal 2.1.b

#### **Increase Voluntary Protection Program (VPP) worksites by one new and five recertifications in FFY2025.**

The MNSTAR Program is a VPP available to any size employer in Minnesota. The program relies mainly on the concept of self-assessment by the requesting employer and follows administrative management directive (ADM) 3.28K, which is the Minnesota-specific MNSTAR Program/VPP directive.

The MNSTAR Program requires the employer's commitment to complete an extensive application, which includes providing MNOSHA WSC with copies of all requested written policies and programs. The employer's total case incidence rate (TCIR) and days-away-restricted-or-transferred (DART) injury and illness rate must be below the national averages for the industry. Employers that meet all requirements for MNSTAR Program status

are exempt from programmed inspections by MNOSHA for up to three years, upon initial certification, and up to five years upon subsequent recertification.

The MNSTAR Program has been very successful since its inception in FFY1999. MNSTAR Program status has been awarded to both large and small employers in high-hazard and in state-targeted industries.

Federal-fiscal-year 2025 ended with 37 full MNSTAR Program worksites. Two new sites were granted full MNSTAR Program status, exceeding the FFY2025 goal. Five companies successfully achieved full recertification as MNSTAR Program sites, meeting the FFY2025 goal. One site voluntarily withdrew from the MNSTAR Program.

All active MNSTAR Program certified companies for FFY2025 are available on the Department of Labor and Industry website at [dli.mn.gov/business/workplace-safety-and-health/mnosha-wsc-minnesota-star-mnstar-program](https://dli.mn.gov/business/workplace-safety-and-health/mnosha-wsc-minnesota-star-mnstar-program).

### **Goal 2.1.c**

#### **Maintain the training alliances (projected in WSC's FFY2025 CAPP).**

No new alliances were initiated with any public-sector entities. Alliances with the Minnesota Municipal Utilities Association (MMUA) and Minnesota State Colleges and Universities (MN STATE) remain active.

WSC continues to support MMUA through the alliance. MMUA represents the interests of Minnesota's 124 municipal electric, 33 municipal natural gas and several municipal water utilities. WSC has conducted visits and provided presentations on workplace violence, excavations, and other relevant topics to local government entities represented by MMUA. WSC supports MMUA through determining safety and health curriculums relevant to local government entities and assists with the development of educational and training programs targeted to help MMUA members provide a more safe and healthful workplace for employees. WSC also supports MMUA through the state funded safety grant program which is designed to help reduce the risk of injury or illness to workers.

WSC continues to support campus safety & health management efforts, through on-site hazard surveys, program assistance, training, and other technical assistance at colleges and universities under the MN State umbrella. Through the alliance, WSC generated 7 visits.

### **Goal 2.2**

#### **In FFY2025 target = 2,000 people participating in outreach and training areas.**

MNOSHA established an average baseline of 3,000 participants each year for outreach and training sessions covering various subject areas. In FFY2025, MNOSHA exceeded its goal of 2,000 participants conducting 64 presentations to 2,894 participants. MNOSHA continues to use its safety investigator 3 and 4 positions, industrial hygienist 3 and supervisors in its outreach efforts throughout the state.

Each year, MNOSHA has leading organizations that request outreach services: Midwest Center for Occupational Health and Safety; Associated General Contractors of Minnesota; Associated Building Contractors; American Society of Safety Professionals; American Industrial Hygiene Association; and the Minnesota Safety Council. In these leading areas, MNOSHA provided 33 outreach presentations to more than 868 participants.

In addition, MNOSHA conducted five Construction Seminars in FFY2025. The Construction Seminar was developed to assist members of the construction industry responsible for worksite safety to stay current with MNOSHA standards. The Construction Seminar provides a forum for members of the construction trades and their employers to discuss issues and experiences with the speaker, their peers and MNOSHA investigators. MNOSHA continues to work with the Construction Seminar Focus Group to select safety topics and presenters for each event. Topics are discussed and then approved by MNOSHA's management team. The committee comprises representatives from the construction industry, including insurance loss-control representatives, company safety directors and safety consultants, who volunteer their time and expertise. In total, the Construction Seminar presentations attracted 345 participants. Topics included: mental health in the construction industry; AWAIR and safety committees, fall protection, and cranes in construction. The seminars were hybrid, offered both virtually and in person.

MNOSHA continued its strong working relationship with the Minnesota Safety Council. MNOSHA continues to provide speakers for some of the council's classes and participates in the council's conferences. The main conference this year was in Shakopee, Minnesota; MNOSHA provided speakers and staffed a booth to field participants' questions. In addition, there were in-person conferences in Duluth, Bemidji, and Mankato, Minnesota; MNOSHA provided a speaker for each.

New or revised publications during the fiscal-year included: MNOSHA fatality investigations summary for FFY2025; MNOSHA serious-injury investigations summary for FFY2025; and MNOSHA most-frequently cited standards for FFY2025. Material on the MNOSHA webpages has been translated into three languages – Hmong, Somali and Spanish. MNOSHA continues to publish its quarterly newsletter Safety Lines; some of the topics covered in the past year included: grain bin safety; safety grants; WSC consultation outreach; recordkeeping; partnerships; rulemaking updates; carbon monoxide threats during the winter months; heat stress hazards in the summer months; safety and health for young workers; alliances; and other safety and health information.

### **Goal 2.3**

#### **Agency participation in homeland security (current practice; ongoing).**

MN OSHA continued to participate with the state emergency response plan. The Minnesota Emergency Operations Plan was reviewed in August 2025. During FFY2025, the MNOSHA health director attended four meetings of the Emergency Response Preparedness Committee and represented the Department of Labor and Industry at the State Emergency Operations Center throughout the fiscal year.

### **Goal 2.4**

#### **In FFY2025, maintain response time and service level to stakeholders.**

Each business day, MNOSHA has at least two safety and health professionals on duty to answer questions received primarily through phone calls and email messages. During FFY2025, MNOSHA responded to 3,493 phone calls and 2,712 written requests for assistance, primarily email messages (6,205 inquiries total). Calls received are roughly 24% from employees, 20% from employers and 15% from other sources. Most information is provided to callers during the initial phone call, while others are directed to the MNOSHA or federal OSHA websites, or another state agency for assistance. During these calls, MNOSHA staff members gave advice about

how to protect employees; for this reason, MNOSHA continues to use investigative staff members to answer most of the calls.

During FFY2025, MNOSHA received 1,368 workplace safety and health employee-complaints. Two hundred and twelve (or 16%) of the total complaints resulted in an on-site inspection with an average of three days for response time. The remaining complaints were handled via MNOSHA's phone or fax system (nonformal complaints).

MNOSHA also provides a variety of safety and health information on its webpages, including printable handouts. The MNOSHA webpages provide links to other websites where safety and health regulations can be accessed. In total, there were 40,997 hits to MNOSHA webpages.

### Goal 3: Strengthen and improve MNOSHA's infrastructure

| How progress in achieving this goal could be assessed                                                                                                                    | Baseline Sept. 30, | FFY2025 target                                                                                  | FFY2025 results                      |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|-------------------------------------------------------------------------------------------------|--------------------------------------|
| 1. Review rules annually for effectiveness: ongoing evaluation; and development of rules, standards, guidelines and procedures.                                          | Current practice.  | Ongoing.                                                                                        | (See comments following chart [3.1]) |
| 2. Workforce development and retention plan.                                                                                                                             | Current practice.  | Evaluate and update existing workforce plan.                                                    | (See comments following chart [3.2]) |
| 3. Monitor and improve systems and processes to ensure the business needs of MNOSHA, the requirements of federal OSHA and the services provided to stakeholders are met. | Current practice.  | 1) Evaluate consistency and quality of inspection files<br><br>2) Hiring and Training New Staff | (See comments following chart [3.3]) |

### Goal comments

#### Goal 3.1

**In FFY2025: Conduct an annual review of rules and standards, guidelines and procedures, ongoing.**

The MNOSHA Directives Coordination Team (DCT) is charged with coordinating and managing the MNOSHA internal information system. DCT comprises three MNOSHA management analysts and a MNOSHA director. This group monitors federal standard and policy activity and coordinates updates to all relevant MNOSHA standards,

directives and policies accordingly. MNOSHA adopts federal standards by reference or develops Minnesota-specific standards when necessary to support MNOSHA program goals.

- Federal standards adopted in FFY2025: Amended Hazard Communication Standard
- Minnesota Rules adopted in FFY2025: 5208.1500 “Standard Classification of AWAIR”
- Minnesota Statute enacted in FFY2025: section 182.679, Commercial Diving Operations.

The annual review of agency rules resulted in no additional MNOSHA obsolete or duplicative rules needing repeal in FFY2025. However, Minnesota adopted the “Amended Hazard Communication Standard” during FFY2025. MNOSHA also began the process of adopting the second technical correction to the federal “Amended Hazard Communication” standard and the “Personal Protective Equipment in Construction” standard during FFY2025. The Minnesota legislature also approved a new statute during the FFY2025 session, Minn. Stat. section 182.679, Commercial Diving Operations, which requires employers making land improvements, including aquatic weed removal using SCUBA diving equipment, to implement employee SCUBA diving training and certification, and provide standardized required and optional equipment to safeguard employees from diving hazards. Some requirements included: employees must have valid open water scuba-diving certifications from a nationally recognized and accredited certification program or agency; all individuals must be trained in cardiopulmonary resuscitation and first aid; and employees must use certain safety equipment, including a buoyancy control device, a quick-release weight system and weights, and at least one audible emergency surface-signaling device.

MNOSHA is continuing to conduct a rulemaking process required by the Minnesota Legislature as a result of the 2024 session. The Legislature passed a bill requiring MNOSHA to conduct rulemaking to reduce the blood lead level at which an employee is removed from exposure to lead and to reduce the blood lead level at which an employee may be returned to work with exposure to lead.

Of the 20 MNOSHA directive issuances in FFY2025, all were existing directives that were revised, either as part of the scheduled review or as needed. The amended directives included those pertaining to: handling complaints and reports of injury and information requests; referrals; fatalities; discrimination, denials, electric file management; injury and illness inspections; inspection scheduling; expedited informal settlement agreements; asbestos; logging; seatbelts on earth moving equipment; foot actuated machines; methylene chloride; noise in construction; compressed gas cylinders, wheel chocks, barges, confined space in construction; and confined space in general industry. Also note that ADM 2.1 scheduling and ADM 3.3 expedited informal settlement agreements, were updated twice during this time.

MNOSHA has also updated its maximum penalties in FFY2025, per state statute. This increased MNOSHA’s maximum and minimum penalties in statute and will continue to allow for increases in the penalties based on inflation each federal fiscal-year. See the “Special accomplishments” section for more information about this and other Minnesota legislation implemented in FFY2025.

### **Goal 3.2**

#### **FFY2025: Workforce development and retention plan – ongoing evaluation and updates as necessary.**

In FFY2025, MNOSHA continued to maintain consistency and quality throughout the organization’s field staff. Goals previously identified and continued in FFY2025 were to assure MNOSHA:

- has an adequate workforce to ensure worksites are complying with MNOSHA safety and health regulations; and
- continues to be an organization recognized as a “best in class” state-plan state.

Results from updating the Workforce Development Plan in FFY2018 showed MNOSHA staff members in a number of leadership positions, with significant years of experience, may and would be retiring. These departures reduce MNOSHA’s institutional knowledge and memory. This will potentially create leadership challenges in supporting and managing the many different approaches and situations of work and life balance for employees. As MNOSHA’s workforce shifts to newer and less experienced employees, there will be an increasing need to invest in career planning for these workers to build proficiency in their jobs. This will increase the need to assess skills, abilities and competencies, and provide training accordingly.

During FFY2025, MNOSHA continued to focus on increasing its investigative field staff. MNOSHA hired a total of 10 field staff members (three industrial hygienists and seven safety investigators) during this time and has worked with the Department of Labor and Industry to have continual postings for safety and health investigative staff member positions. This allows MNOSHA to interview as needed and hire qualified candidates when they apply. The training supervisor position oversees investigative staff members who are in training. This training supervisor is responsible for hiring, scheduling, and conducting classroom training, and developing and scheduling field training, for new and existing investigative staff members. This hiring process has streamlined the process among the various units, such as the Department of Labor and Industry’s Financial Services and Human Resources, and Minnesota IT Services.

At the start of FFY2025 the discrimination unit had three CSHOs conducting investigations and one CSHO doing intakes, however the CSHO doing intakes resigned their position in September 2024. The intake investigator was filled, and we lost a senior investigator. The discrimination unit has two new investigative staff, and one investigator was promoted to a team lead to assist in training the new discrimination staff. At the end of the FFY25 the unit has a new supervisor, two new investigators and one team lead for a total of three investigative staff.

In FFY 2025, 60 discrimination cases were closed. This is a significant increase from the 42 cases closed out in FFY2024. Currently, there are 100 cases over 90 days of being filed. MNOSHA Discrimination staff continues working to complete case investigations within the established 90-day goal. Of the cases closed, staff averaged 54 days from assignment to closure letter or Settlement Agreement signature. In addition, there were a total of 590 intakes with a majority being categorized as outreach. To continue to streamline the discrimination process a dictation/transcription recorder was fully implemented to reduce the amount of time CSHOs spend manually transcribing recorded interviews, to allow for more time conducting investigations.

MNOSHA has recently lost some of its most experienced staff members; however, MNOSHA has been able to hire and retain staff members and supervisors who have significant safety and health experience. MNOSHA has many experienced and extremely dedicated staff members, including many with more than 10 years of experience. Currently, MNOSHA has three staff members that are certified safety professionals, three certified industrial hygienists, one professional engineer, one certified professional ergonomist and one staff member with a Ph.D. in industrial hygiene.

MNOSHA continued with specialized training for investigative staff members, in industries such as foundries, grain handling, agriculture, meat packing, health care, process safety management and traffic controls. Each of

these areas have had team leaders who assume the role as “expert” in the area and work with various stakeholders to ensure communication is maintained between MNOSHA staff members and various stakeholders. These team-leads gain knowledge about leadership and how to work with significant stakeholders in Minnesota. MNOSHA set up classroom training for 28 staff members on the trenching and excavation standard. Then worked with a local contractor to set up field training on conducting hands-on inspections. This training occurred at a local sand pit.

During FFY2025, MNOSHA conducted its annual right-to-know training for staff members. Most training was provided in the classroom to ensure MNOSHA continues to have a well- trained staff. Asbestos and hazardous waste operations and emergency response (hazwoper) recertification were also provided to staff members during FFY2025.

MNOSHA continues to invest in training for its field staff. New investigative staff members attend four phases of internal classroom training conducted by MNOSHA training officers, safety investigator 4s, industrial hygienist 3s, management analysts, supervisors and directors. This training covers manuals, directives, policies and procedures, as well as federal and state regulations. As staff are promoted to safety Investigator 2 and industrial hygienist 2 they attend Phase 5 training. Phase 5 training covers mentoring, fatality/serious injury investigations and phone complaint training. Staff that are promoted to safety investigator 3/4 or industrial hygienist 3 attend phase 6 training. Phase 6 training covers traffic controls and class 3 personal protective equipment and power point training. As staff progress to safety investigator 4 or industrial hygienist 3 they are provided phase 7 training. Phase 7 training covers informal conferences and case file review. In addition, MNOSHA was able to have 40 staff members attend 18 OSHA Training Institute (OTI) classes in person or virtually and hosted two OTI courses in Minnesota – respiratory protection – with 36 staff members in attendance, and electrical standards – with 28 staff members in attendance.

### **Goal 3.3**

**FFY2025: Monitor and improve systems and processes to ensure the business needs of MNOSHA, the requirements of federal OSHA and the services provided to stakeholders are met: ongoing – evaluate consistency and quality of inspection files; and review the complaint process and workflow analysis.**

**MNOSHA ensures quality and consistency through increased hiring and training.**

MNOSHA has focused on expanding its investigative team through hiring and developmental training. MNOSHA has a dedicated training unit, including a unit supervisor, who oversees all new investigator training. In the past three years, MNOSHA has hired 36 investigators, of whom 31 remain with the agency today. This increase means that 66% of MNOSHA's investigative staff have less than three years of experience, with 55% of those staff maintaining less than two years of experience. These factors directly impact the number of inspections generated per investigator.

In addressing these challenges, MNOSHA has promoted staff from field to supervisor and team leads (SI4s and IH3s). Staff in these new roles often require additional training and education on HR policies, accountability, informal and legal requirements under the OSHA Act. In FFY26, MNOSHA plans to implement an additional inspection unit. This unit will likely include a supervisor promoted from investigative field staff, overseeing seven staff investigators. Again, this will put another staff member in a new supervisor role and with additional field staff, requiring the need to promote more team leads. These developments will again take time to ensure the

continued level and quality of MNOSHA's core work. MNOSHA core work is responding to reports of imminent dangers, fatalities and complaints.

MNOSHA has also developed a unit focused on ergonomics (we do an analysis on each inspection to issue violations of our MN Statutes or ergonomics or general duty citations if we can) and warehousing that focus on the two new statutes in Minnesota. The inspections conducted by this group are complex inspections of large employers that take considerable time to complete, this also reduces the overall number of inspections per investigator. The unit that primarily does ergonomic and warehouse inspections has a supervisor and seven staff.

When looking at the investment that MNOSHA has made in training and looking at the SAMMs metric in the appendix there are several metrics that are positive results for MNOSHA. This includes a decrease in time to initiate complaints, % in compliance for safety, average lapse time for safety and health and an increase in average violations per inspection.

MNOSHA has made many modifications to the complaint process to ensure quality and consistency, including incorporating supervisor review into all complaints processed. This will continue as we continue to add supervisors and staff.

## **Special accomplishments**

### **2025 legislation impacting Minnesota OSHA**

Self-contained underwater breathing apparatus (scuba) diving associated hazards of scuba diving

As part of the 2025 Minnesota state legislative session, the Brady Aune and Joseph Anderson Safety Act was passed (Minnesota Statutes section 182.679) and became effective May 2, 2025. It requires employers making improvements to land, including aquatic plant removal, and using scuba-diving equipment, to implement scuba-diving training and certification for employees, and to provide standardized, required equipment.

Employers subject to the Brady Aune and Joseph Anderson Safety Act are required to ensure their employees performing this process have valid open water scuba-diving certifications from a nationally recognized and accredited certification program or agency. The employer must require all individuals be trained in cardiopulmonary resuscitation (CPR) and first aid – this is to be an American Red Cross standard course or equivalent.

Additionally, employers are required to ensure employees use the following required equipment mandated by the new legislation:

- a buoyancy control device;
- a mask;
- a compressed-gas cylinder and valve;
- a primary regulator;
- a breathing-gas monitoring device;
- a quick-release weight system and weights;

- at least one audible emergency surface-signaling device; and
- an illuminated dive beacon.

When a diver requests the following equipment, the employer must provide:

- a depth-monitoring device;
- fins and snorkel;
- an alternate air source;
- adequate exposure protection appropriate for local dive conditions; and
- a dive computer or recreational dive planner.

When diving occurs, the employer must ensure a standby diver, as defined 29 CFR 1910 Subpart T, is available while a diver is in the water.

In addition to the new requirements of Minnesota’s diving statute, employers are also obligated to adhere to the requirements under 29 CFR 1910 Subpart T of the commercial diving standard.

## **Annual permitting**

In some circumstances, employers performing aquatic weed and plant removal processes are required to be annually permitted by the Minnesota Department of Natural Resources (DNR). Employers or their successors that have received citations for one or more willful violations issued by MNOSHA during the previous two years or that have contested a citation for one or more willful diving-related violations during the pendency of a contested case will not be issued or allowed to renew a commercial mechanical control permit by DNR.

As part of the permitting process, employers must provide documentation to DNR verifying a third-party on-site hazard survey was completed in the past year by a qualified safety professional who observed the applicant’s work using scuba-diving equipment. The documentation must include a written report of the findings and recommendations to reduce the risk of injury or illness to employees who are scuba diving. The written report must include an evaluation of specific safety practices, equipment and training. A “qualified safety professional” includes:

- a Department of Labor and Industry workplace safety and health consultant;
- a workers’ compensation loss-control representative with approval from an insurance underwriter; or a private safety consultant.

To support enforcement, MNOSHA launched a Local Emphasis Program (LEP) targeting commercial diving and aquatic plant removal operations during this FFY2025. MNOSHA conducted three inspections under this emphasis program.

## **Enforcement of ergonomics statute MN Statute 182.677**

In the 2023 legislative session a MNOSHA statute was adopted requiring ergonomics programs in three industries, health care, meatpacking and warehouse distribution centers. Most provisions of this new ergonomics statute MS 182.677 went into effect on January 1, 2024. In the two Federal Fiscal Years (FFY) since its inception MNOSHA conducted 63 inspections of this statute in the target industries. MNOSHA has issued 150

total citations in these inspections with 77 citations of the ergonomics statute. The most common citations issued were for lack of an ergonomics program (182.677, subpart 2), failure to train employees (182.677, subpart 4) or recordkeeping (182.677, subpart 7). MNOSHA has continued to conduct outreach to the regulated industries regarding enforcement efforts and is now beginning its third year of enforcement of this new statute.

## **2024 legislation regarding lead rulemaking**

During the 2024 legislative session HF 5247 was passed that directed the commissioner of labor and industry, in consultation with the commissioner of health, to adopt rules to:

1. lower the acceptable blood lead levels above which require mandatory removal of workers from the lead exposure; and
2. lower the blood lead levels required before a worker is allowed to return to work.

The thresholds established must be based on the most recent public health information on the safety of lead exposure.

Beginning with that mandate MNOSHA began a rulemaking process to update both the lead in general industry (1910.1025) and lead in construction (1926.62) rules. At the end of FFY 2025 MNOSHA has draft standards for both rules posted on its website for stakeholder review as it works to finish the final draft that will be published in the State Register to begin the formal rulemaking process. The standard developed relies heavily on the recently adopted Cal/OSHA standards that were adopted in California on January 1, 2025, with some modifications.

## **Significant inspections**

In November 2024, MNOSHA issued a \$730,369 penalty to Your Lake Aquatic Plant Management, LLC, in Columbia Heights, Minnesota, for commercial diving standard violations after a worker drowned in May 2024 performing aquatic weed removal while using scuba diving equipment. MNOSHA issued five willful violations of the commercial diving operations standard, 29 CFR sections 1910.401-.440. The investigation found: employees did not have the experience or training necessary to perform work safely; employees were not trained in CPR and first aid; an employee was not designated to be in charge of all aspects of the diving operation; a safe-practices manual had not been developed or maintained; and a standby diver was not available while diving operations took place.

In March of 2025, MNOSHA issued a \$204,400 penalty to Icon, LLC, in Faribault, Minnesota, for violations of the confined space standard after a worker died in a sanitary sewer manhole. MNOSHA issued nine willful violations of the permit required confined space standard in construction, 29 CFR section 1926.1204-1211. The inspection found that the employer did not identify and evaluate the hazards of the space and did not implement the means, procedures and practices necessary for safe entry, including providing proper equipment and training, did not utilize a permit procedure, did not conduct testing of the atmosphere in the space, and did not have an acceptable rescue plan in place.

In the last two years MNOSHA has investigated three fatalities in Minnesota that occurred in permit required confined spaces. Two of these fatalities involved transportation tank trailers and this fatality involved a sanitary

sewer manhole. Permit required confined space entries require the employer to identify and evaluate the hazards of permit spaces before employees enter them. The employer must then develop and implement the means, procedures, and practices necessary for safe permit space entry operations.

In response to these events in FFY 2026 MNOSHA is adopting a “Transportation Tank Cleaning” local emphasis program. This program will be based on Federal OSHA’s Chicago regions “Regional Emphasis Program for Transportation Tank Cleaning Operations” dated Aug. 2, 2021.

## **Loggers’ Safety Education Program (LogSafe)**

This program is 100% state-funded and administered by MNOSHA WSC. LogSafe training provides safety training throughout the state for logging employers. The training was contracted to the Minnesota Logger Education Program and extended through CY2026. The goal of the program is to help reduce injuries and illnesses in the logging industry through on-site consultation services, outreach and training seminars. To receive workers’ compensation

premium rebates from the Targeted Industry Fund, logger employers must maintain current workers’ compensation insurance coverage and they and their employees must have attended during the previous year a logging safety seminar sponsored or approved by MNOSHA WSC. These classes provide an overview of general safety topics related to recent workers’ compensation injuries and claims for the logging industry in Minnesota. Topics covered may include: preventing equipment fires; slip and fall prevention; emergency response call systems; hydraulic safety; tire maintenance safety; general health and personal safety; GHS labeling systems; first-aid kit requirements; emergency planning and communication strategies; and other topics as deemed appropriate to address trends in logging safety. There is currently not a consultant position dedicated to logging, but logging employers can submit a request for consultation services.

## **Workplace Violence Prevention Program**

The Workplace Violence Prevention Program helps employers and employees reduce the incidence of violence in their workplaces by providing on-site consultation, training seminars and general information. The program focus is on providing technical assistance to workplaces at higher risk for violence. There has been continued work about workplace violence prevention in public-sector establishments, with specific topic areas about program development, de-escalation of violent situations and facility design. The Workplace Violence Prevention Program is a 100% state-funded program and is administered by safety consultants within MNOSHA WSC.

The workplace violence prevention consultant continues to serve on an advisory board for the Midwest Center for Occupational Health and Safety, Education and Research Center, and was assigned to the steering committee as part of the Governor’s executive order for reducing workplace violence.

## Safety Grants Program

### Safety Grant summary

The safety grant program is a state funded, application-based program that provides matching funds, up to \$10,000, to assist employers with safety and health improvements. Employers must follow specific protocol which includes providing a hazard survey and recommendation for improvements to qualify. Each application is reviewed and scored, and the most impactful projects are awarded matching funds. In SFY2025, WSC received 307 total applications and were able to fund

146. The program awarded approximately \$700,000 in funds to assist employers with safety and health improvements. Awarded industries include but are not limited to construction, logging, manufacturing, commercial and service. Projects include fall protection, PPE, ergonomics, ventilation, training, and other hazard mitigation.

### Ergonomic Safety Grant summary

The Ergonomic Safety Grant Program became effective July 1, 2023, and awards grants (matching funds) up to \$10,000 to those covered under MN Statute 182.677 - Ergonomics (healthcare, meatpacking, and warehousing). One-time funding of \$2 million from the General Fund is available for employers in these industries for projects designed to reduce the risk of ergonomic injury to their employees. Ergonomic safety grant funds will be available to these covered industries until June 30, 2026, or until all funds have been distributed, whichever comes first. Since the initiation of the ergonomic safety grant program there have been 110 ergonomic safety grant applications and approximately \$1M awarded.

## Mandated activities

### Compliance

Activities mandated under the Occupational Safety and Health Act are considered core elements of Minnesota's occupational safety and health program. The accomplishment of these core elements is tied to achievement of the state's strategic goals. Many mandated activities are "strategic tools" used to achieve outcome and performance goals.

"Mandated activities" include program assurances and state activity measures. Fundamental program requirements that are an integral part of the MNOSHA program are assured through an annual commitment included as part of the 23(g) grant application. Program assurances include:

- unannounced, targeted inspections, including prohibition against advance notice;
- first instance sanctions;
- a system to adjudicate contestations;
- ensuring abatement of potentially harmful or fatal conditions;
- prompt and effective standards setting and allocation of sufficient resources;
- counteraction of imminent dangers;

- responses to complaints;
- fatality and catastrophe investigations;
- ensuring employees protection against and investigation of discrimination, access to health and safety information, information about their rights and obligations under the act and access to information about their exposure to toxic or harmful agents;
- coverage of public employees;
- recordkeeping and reporting; and
- voluntary compliance activities.

Mandated activities are tracked on a quarterly basis using the State Activity Mandated Measures report, which compares state activity data to an established reference point. A comparison of MNOSHA activity measures for FFY2023, FFY2024 and FFY2025 is provided in the tables on pages 19 through 22.

Continued success was seen in these mandated activities in FFY2025:

- Increased average violations per inspection with violations from 2.14 to 2.30 for serious, willful or repeat violations, and from 0.51 to 0.94 for non-serious violations in the previous year.
- Decreased lapse time from opening conference date to issue date from 55.39 to 22.75 days for safety and from 53.75 to 42.99 days for health.
- MNOSHA's percent of total inspections in the public sector was 3.62% in FFY2025, exceeding its goal of 3%.

Initially one fatality was reported as involving an independent contractor and this fatality inspection was not initiated in one day. A decision was made to verify the independent contractor status through an on-site inspection after the one workday had elapsed. The SAMM report run by Federal OSHA identifies that MNOSHA investigated 20 fatalities in FFY2025. However, MNOSHA actually investigated 23 fatalities, the three additional fatalities are not identified in the SAMM report as the date of the death occurred in FFY2024, but MNOSHA opened the inspection in FFY2025. In one case MNOSHA responded within one day and opened an inspection on Oct. 1, 2024. In a second case MNOSHA did not receive the report of the fatality until Oct. 7, 2024. In the last case MNOSHA mistakenly did not report a fatality in FFY2024 that it received on Sept. 30 and responded to on Sept. 30 of 2024, to ensure accurate reporting of fatality numbers it was added to the FFY2025 count.

## Consultation

Mandated activities are tracked on a quarterly basis using the Mandated Activities Report for Consultation (MARC) and CAPP reports, which compare state consultation data to an established reference point. Some specific performance measures that are monitored (and any corresponding targets/requirements):

- percent of initial visits in high-hazard establishments (not less than 90%);
- percent of initial visits to smaller businesses (not less than 90%);
- percent of visits where consultant conferred with employee (100%);
- percent of serious hazards verified corrected in a timely manner, not more than 14 days of latest correction due date (100%); and
- percent of serious hazards verified corrected in original time or on site (65%).

- The MNOSHA public-sector consultation program met all but one MARC performance measure for FFY2025:
- percent of initial visits in high hazard establishments, 100%;
- percent of initial visits to businesses with not more than 250 employees at the establishment, 89.66%;
- percent of initial visits to businesses with not more than 500 employees controlled by employer, 100%;
- percent of visits where consultant conferred with employees, 100%;
- percent of serious hazards verified corrected in a timely manner, 100%; and
- percent of serious hazards verified corrected (in original time or on site), 100%

## Comparison of FFY2023, FFY2024 and FFY2025 activity measures

### MNOSHA Compliance

| Performance measure                                                                      | FFY2023 | FFY2024 | FFY2025 <sup>11</sup> | Comments                                                                                                                                  |
|------------------------------------------------------------------------------------------|---------|---------|-----------------------|-------------------------------------------------------------------------------------------------------------------------------------------|
| Average number of workdays to initiate serious complaint inspections (state formula).    | 4.07    | 3.23    | 3.27                  | The average number of days to initiate a complaint inspection increased in FFY2025 and remains below the established goal of nine days.   |
| Average number of workdays to initiate OTS complaint inspections (state formula).        | NA      | NA      | 3.64                  |                                                                                                                                           |
| Average number of workdays to initiate serious complaint investigations (state formula). | 1.10    | 0.96    | 0.94                  | The average number of days to initiate a complaint investigation decreased in FFY2025 and remains below the established goal of two days. |
| Average number of workdays to initiate OTS complaint                                     | NA      | NA      | 0.62                  |                                                                                                                                           |

| Performance measure                                                                    | FFY2023 | FFY2024 | FFY2025 <sup>11</sup> | Comments                                                                                                                                                       |
|----------------------------------------------------------------------------------------|---------|---------|-----------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| investigations (state formula).                                                        |         |         |                       |                                                                                                                                                                |
| Percent of complaints and referrals responded to within one workday (imminent danger). | 97.2    | 100     | 100                   | All imminent-danger complaints were responded to within one day.                                                                                               |
| Number of denials where entry was not obtained.                                        | 0       | 0       | 0                     | Entry was obtained for all denials in FFY2025.                                                                                                                 |
| Average violations per inspection with violations — serious/willful/repeat (SWR).      | 2.07    | 2.14    | 2.30                  | The number of SWR citations increased in FFY2025. MNOSHA continues to follow its training plan to assist investigative staff members in identifying hazards.   |
| Average violations per inspection with violations — other.                             | 0.60    | 0.51    | 0.94                  | The number of other citations increased in FFY2025. MNOSHA continues to follow its training plan to assist investigative staff members in identifying hazards. |
| Percent of total inspections in the public sector.                                     | 4.74    | 2.71    | 3.62                  | The percent of public-sector inspections increased and was above the goal of 3%.                                                                               |
| Inspections — safety.                                                                  | 1,153   | 952     | 1294                  | The number of safety inspections decreased in FFY2025 and exceeded the fiscal-year goal.                                                                       |

| Performance measure                                                                                           | FFY2023  | FFY2024  | FFY2025 <sup>11</sup> | Comments                                                                                 |
|---------------------------------------------------------------------------------------------------------------|----------|----------|-----------------------|------------------------------------------------------------------------------------------|
| Inspections — health.                                                                                         | 155      | 189      | 225                   | The number of health inspections increased in FFY2025 and exceeded the fiscal-year goal. |
| Average current penalty per serious violation (private-sector only) total one to 250 or more employees (EEs). | 1,233.06 | 2,423.17 | 1,583.75              | The overall average current penalty decreased in FFY2025.                                |
| Average current penalty per serious violation (private-sector only) one to 25 EEs.                            | 933.00   | 2051.00  | 1,100.00              | The average penalty for this size employer decreased in FFY2025.                         |
| Average current penalty per serious violation (private-sector only) 26 to 100 EEs.                            | 960.50   | 1777.89  | 1,316.00              | The average penalty for this size employer decreased in FFY2025.                         |
| Average current penalty per serious violation (private-sector only) 101 to 250 EEs.                           | 1,981.64 | 3,324.62 | 2,092.00              | The average penalty for this size employer decreased in FFY2025.                         |
| Average current penalty per serious violation (private-sector only) 251 or more EEs.                          | 2,919.28 | 6523.39  | 4,172.00              | The average penalty for the largest employers decreased in FFY2025.                      |
| Percent in compliance programmed — safety.                                                                    | 27.0     | 26.2     | 23.19                 | The incompliance percentage decreased from FFY2024.                                      |
| Percent in compliance unprogrammed — safety.                                                                  | 44.2     | 39.2     | 44.81                 | The incompliance percentage increased from FFY2024.                                      |

| Performance measure                                                     | FFY2023 | FFY2024 | FFY2025 <sup>11</sup> | Comments                                                                                      |
|-------------------------------------------------------------------------|---------|---------|-----------------------|-----------------------------------------------------------------------------------------------|
| Percent in compliance programmed — health.                              | 31.6    | 21.7    | 28.09                 | The incompliance percentage increased from FFY2024.                                           |
| Percent in compliance unprogrammed — health.                            | 46.7    | 39.0    | 44.80                 | The incompliance percentage increased from FFY2024.                                           |
| Percent of work-related fatalities responded to in one workday.         | 95.65   | 100     | 95                    | All but one fatality was responded to in one workday in FFY2025.                              |
| Average lapse time from opening conference date to issue date — safety. | 41.05   | 55.39   | 22.75                 | The average safety lapse time decreased from FFY2024.                                         |
| Average lapse time from opening conference date to issue date — health. | 64.67   | 53.75   | 42.99                 | The average health lapse time decreased from FFY2024.                                         |
| Percent penalty retained.                                               | 93.67   | 93.03   | 80.66                 | The percentage penalty retained decreased from FFY2024.                                       |
| Percent of initial inspections with employee walkaround representation. | 100     | 100     | 100                   | The percent of initial inspections with employee walkaround representation remained the same. |
| Average number calendar-days 11(c) investigations are pending.          | 690     | 660     | 781.14                | The number of calendar days 11(c) investigations are pending increased from FFY2024.          |
| Percent of 11(c) investigations over 90 days.                           | NA      | NA      | 86.23                 |                                                                                               |

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## Endnotes

<sup>1</sup> Fatality rate is calculated as the number of fatalities per 100,000 workers: (# of MNOSHA fatalities/# of Minnesota employed workers) x 100,000.

<sup>2</sup> The quantity of programmed inspections is variable; therefore, no defined number is provided.

<sup>3</sup> Inspection emphasis industries:

- 23 Construction
- 311 Food
- 312 Beverage and tobacco products
- 316 Leather and allied products
- 321 Wood products
- 326 Plastics and rubber products
- 327 Nonmetallic mineral products
- 331 Primary metal
- 332 Fabricated metal products
- 333 Machinery
- 336 Transportation equipment
- 337 Furniture and related products
- 424 Merchant wholesalers, nondurable goods
- 44132 Tire dealers
- 444 Building material and garden equipment supplies
- 481 Air transportation
- 485 Transit and ground passenger transportation
- 493 Warehousing and storage
- 54194 Veterinary Services
- 562 Waste management and remediation
- 71311 Amusement parks
- 71392 Ski hills
- 72111 Hotels and motels
- Public sector (state and local government, including schools)

<sup>4</sup> National emphasis programs:

- Amputations — General industry
- Combustible dust — General industry
- Lead — Health
- Process safety management — Health and general industry
- Silica — Health
- Trenching hazards — Construction
- Warehouse distribution

<sup>5</sup> Local emphasis programs:

- Foundries — General industry and health
- Grain facilities — General industry and health
- Healthcare — General industry and health
- Occupational noise — Health
- Top 50 health hazards — Health
- Meat packing — General industry and health
- Commercial diving operations

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<sup>6</sup> Ergonomics: Workplace violence prevention and safe patient handling, including hospitals, surgical centers, and nursing homes.

<sup>7</sup> The compliance assistance activities are incorporated in various places, including goals one and two.

<sup>8</sup> The goal 2.1.d. target to maintain alliances was projected in the WSC FFY2025 CAPP. Alliances in the public sector are reported in SOAR.

<sup>9</sup> Maintain total number of people participating in MNOSHA outreach and training in areas such as:

- youth;
- immigrant employers and employees;
- emerging businesses;
- construction;
- manufacturing;
- other strategic plan compliance; and public sector.

<sup>10</sup> Maintain response time and service level to stakeholders in areas such as:

- telephone inquiries and assistance;
- written requests for information; and
- MNOSHA website information and updates.

<sup>11</sup> Data source: SAMM report provided by OSHA, November 2025.