Hazard Communication

Program Requirements & Navigating the Updated Standard

Presenters:

Victoria Sparks, CSP

Katie Priess

Don Hart

Moderator: Jason Moore

Logistics

How to ask questions?

- Please enter your questions in the Questions box.
- Q&A at the end.

Can I get a certificate of completion?

- Yes, webinar attendees will receive a certificate the same week of the webinar. Please email **marketing@all4inc.com** if you have any questions.

Will I get a copy of the slides?

- Yes, we will post a recording of the webinar and a copy of the slides on our website. A link will be emailed to participants.

Agenda

- Who Does The Hazard Communication Standard (HCS) Effect?
- Overview of the HCS
- Regulatory Compliance
- What's New? – Navigating the Final Rule Updates

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Who Is Covered By This Rule?

- Manufacturers or importers who create or produce the chemicals or substances to exist must:
  - Identify hazards
  - Create labels and other warnings
  - Develop Safety Data Sheets (SDS)
  - Written Hazard Communication Program
  - Provide information and training to employees

Who Is Covered By This Rule?

- Distributors who ship or transport chemicals or substances
  - Labels and other warnings
  - SDS available
  - **SDS in transit**
  - Written Hazard Communication Program
  - Information and training to employees

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Who Is Covered By This Rule?

- Workplaces who have chemicals or substances present
  - Labels and other warnings
    - Secondary containers
  - SDS available
  - Written Hazard Communication Program
  - Information and training to employees

Who Is Covered By This Rule?

- Laboratories who use chemicals or substances
  - Labels and other warnings
    - Secondary containers
  - SDS available
  - Written Hazard Communication Program
  - Information and training to employees
  - Chemical Hygiene Program

Who Is Covered By This Rule?

- Warehouses and Retail locations who sell chemicals or substances
  - Labels and other warnings
  - SDS available
  - Written Hazard Communication Program
  - Information and training to employees

Overview of Hazard Communication

- What is the Hazard Communication Standard?
  - Have you heard of term, **HAZCOM**?

- Key points:
  - Employee “Right to Know”
  - Employer Responsibilities
  - Safety and Prevention

OSHA Standard Reference: 29 CFR 1910.1200

Overview of Hazard Communication

- What is *required* in the HAZCOM Standard?
  - Written Program
    - Hazard Determination
    - Non-Routine Tasks
    - Contractor Information
    - Chemical Inventory
  - Employee Training
  - SDS
  - Labeling

Overview of Hazard Communication

- What are SDS?
  - Comprehensive Chemical Information
    - Identification and Hazards
    - Handling and Storage
    - Emergency and First-Aid Procedures
  - Sections and Format
    - 16 Total
  - Employee Access
  - Regulatory Compliance

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Overview of Hazard Communication

SAMPLE LABEL

CODE _____
Product Name_____

Product Identifier

Company Name_____
Street Address_____
City_____ State_____
Postal Code_____Country_____
Emergency Phone Number_____

Supplier Identification

Hazard Pictograms

Signal Word
Danger

Keep container tightly closed. Store in a cool, well-ventilated place that is locked.
Keep away from heat/sparks/open flame. No smoking.
Only use non-sparking tools.
Use explosion-proof electrical equipment.
Take precautionary measures against static discharge.
Ground and bond container and receiving equipment.
Do not breathe vapors.
Wear protective gloves.
Do not eat, drink or smoke when using this product.
Wash hands thoroughly after handling.
Dispose of in accordance with local, regional, national, international regulations as specified.

In Case of Fire: use dry chemical (BC) or Carbon Dioxide (CO_2) fire extinguisher to extinguish.

First Aid
If exposed call Poison Center.
If on skin (or hair): Take off immediately any contaminated clothing. Rinse skin with water.

Precautionary Statements

Highly flammable liquid and vapor.
May cause liver and kidney damage.

Hazard Statements

Supplemental Information

Directions for Use

_____
_____
_____

Fill weight:_____ Lot Number:_____
Gross weight:_____ Fill Date:_____
Expiration Date:_____

Overview of Hazard Communication

- GHS Pictograms
  - Do these look familiar?

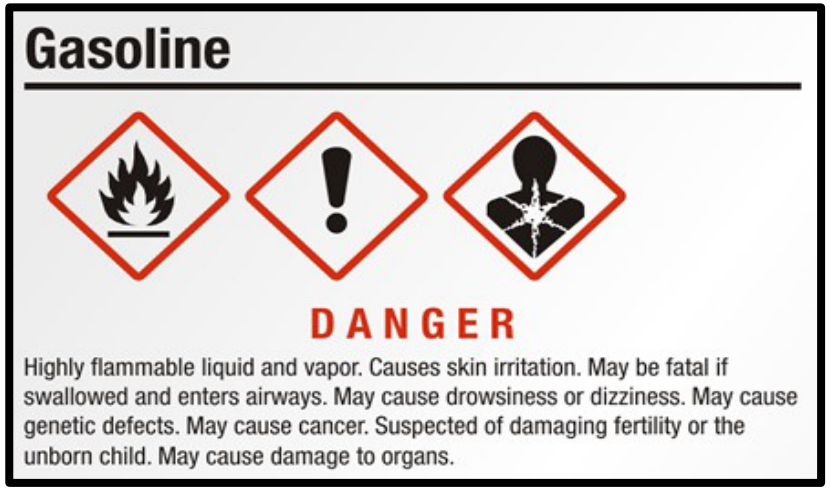
Health Hazard	Flame	Exclamation Mark
		
• Carcinogen • Mutagenicity • Reproductive Toxicity • Respiratory Sensitizer • Target Organ Toxicity • Aspiration Toxicity	• Flammables • Pyrophorics • Self-Heating • Emits Flammable Gas • Self-Reactives • Organic Peroxides	• Irritant (skin and eye) • Skin Sensitizer • Acute Toxicity (harmful) • Narcotic Effects • Respiratory Tract Irritant • Hazardous to Ozone Layer (Non-Mandatory)

Gas Cylinder	Corrosion	Exploding Bomb
		
• Gases Under Pressure	• Skin Corrosion/ Burns • Eye Damage • Corrosive to Metals	• Explosives • Self-Reactives • Organic Peroxides

Flame Over Circle	Environment (Non-Mandatory)	Skull and Crossbones
		
• Oxidizers	• Aquatic Toxicity	• Acute Toxicity (fatal or toxic)

Overview of Hazard Communication

- Common Pictograms



5 Year Look Back

- 2019 Ranked #2 with 3,671 violations
- 2020 Ranked #2 with 3,199 violations
- 2021 Ranked #5 with 2,424 violations
- 2022 Ranked #2 with 3,388 violations
- 2023 Ranked #2 with 3,213 violations

2023 OSHA's Top 10 Most Cited Standards

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Top 5 Sections Cited

- 1910.1200(e) - Written Hazard Communication Program
- 1910.1200(h) - Employee Information and Training
- 1910.1200(g) - Safety Data Sheets (SDS)
- 1910.1200(f) - Labels and Other Forms of Warning
- 1910.1200(d) - Hazard Classification

Industries Cited

- Manufacturing – NAICS Code 31
  - 131 Citations
  - 78 Inspections
  - $260,043 Penalty Cost

- Construction – NAICS Code 23
  - 543 Citations
  - 284 Inspections
  - $750,181

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Top 5 Ways to Improve Compliance

- Develop and Maintain a Written Hazard Communication Program
- Conduct Thorough Employee Training Regularly
- Ensure Proper Labeling of Hazardous Chemicals
- Maintain Up-to-Date Safety Data Sheets (SDS)
- Conduct Regular Audits and Inspections

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Case Study

- NAICS: 237110/Water and Sewer Line and Related Structures Construction
- On or about October 3, 2023, the *Company* did not include Respirable Crystalline Silica and its health effects in the company hazard communication program
- 29 CFR 1910.1053(j)(1): The employer did not include respirable crystalline silica in the program established to comply with the hazard communication standard (HCS) (29 CFR 1910.1200). The employer did not ensure that at least the following hazards were addressed: Cancer, lung effects, immune system effects, and kidney effects.

Penalty

Violation Summary

Violations/Penalties	Serious	Willful	Repeat	Other	Unclass	Total
Initial Violations	5	-	-	-	-	5
Current Violations	3	-	-	2	-	5
Initial Penalty	$70,315	$0	$0	$0	$0	$70,315
Current Penalty	$21,100	$0	$0	$0	$0	$21,100
FTA Penalty	$0	$0	$0	$0	$0	$0

Final Hazard Communication Rule

OSHA National News Release

U.S. Department of Labor

May 20, 2024

Department of Labor announces final rule updating the Hazard Communication Standard to better protect workers, first responders

Improves quality of information on labels, safety data sheets; takes effect July 19, 2024

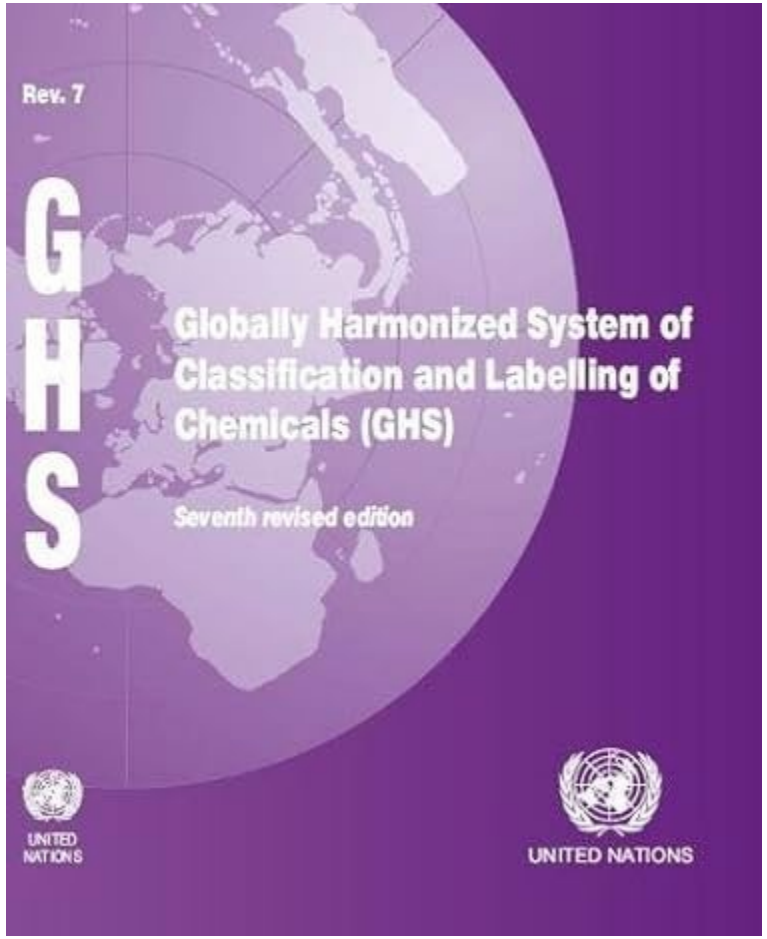
WASHINGTON – The Department of Labor today announced a final rule from its Occupational Safety and Health Administration that will update the current Hazard Communication Standard to better protect workers by improving the amount and quality of information on labels and safety data sheets and allow workers and first responders to react more quickly in an emergency. The updates take effect on July 19, 2024.

https://www.osha.gov/news/newsreleases/national/05202024

Final Hazard Communication Rule

- Align with the 7th revision of the United Nations' Globally Harmonized System of Classification and Labelling of Chemicals (GHS)

- OSHA side-by-side comparison



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Major Changes

- Incorporates several letters of interpretation OSHA issued since the HCS was last updated
- 8 new definitions: *bulk shipment, combustible dust, gas, immediate outer package, liquid, physician or other license health care professional (PLHCP), released for shipment,* and *solid*
- Revised definitions for *exposure or exposed, hazardous chemical,* and *physical hazard,* including any combinations and reactions it could have with other chemicals as an end product

Major Changes - Appendices

- Scope and Application, and Clarifying Amendment
- Hazard Classification

Health and Physical Hazard Classification Summary of Changes Appendix A: Health Hazards		
Hazard Category Updates to GHS Rev. 7	**Updated Definition**	**Description of Change(s)**
Acute Toxicity	X	Clarification of 1) Acute toxicity estimate (ATE), 2) Weight of evidence approach, 3) Inhalation toxicity, 4) Unknown toxicity statements
Skin Corrosion	X	Adopted Rev. 8 to better incorporate animal data. Clarify the sequence in which data should be evaluated. Addition factors to be taken into consideration when evaluating irritant responses. Adding new note to mixture table for subcategorization of Category 1. Updated footnotes.
Skin Irritation	X	
Eye Corrosion	X	
Eye Irritation	X	
Skin Sensitization	X	
Respiratory Sensitization	X	
Carcinogenicity	X	
Reproductive Toxicity	X	Added additional method: Extended One Generation Reproductive Toxicity study.
Effects via Lactation	X	Added language to account for effects on lactation (rather than via)
Germ Cell Mutagenicity	X	Deleted mouse spot test.
Corrosive to the Respiratory Tract		OSHA has not explicitly included this hazard, however substances/mixtures may be labeled with additional hazard statement depending on end point (lethality vs non-lethality).
Single Target Organ Toxicity-Single Exposure	X	Including the concept of "relevant ingredient".
Single Target Organ Toxicity-Repeated Exposure	X	
Aspiration Hazard	X	"Relevant ingredient" applied and that relevant ingredients are those that are present in concentrations of at least 1%.

Major Changes - Appendices

- Allocation of Elements
- SDS

Health and Physical Hazard Classification Summary of Changes Appendix B: Physical Hazards			
	Hazard Category Updates to GHS Rev. 7	**Updated Definition**	**Description of Change(s)**
	Explosives		Clarification to the criteria for Division 1.6 Explosives.
*	Desensitized Explosives		Category 1, 2, 3, and 4.
	Flammable Gases	X	Category 1A, 1B, and 2.
*	Chemically Unstable Gases		Category A and B.
	Aerosols and Chemicals Under Pressure	X	Conclusion that aerosols (flammable and non-flammable) should not also be classified as gases under pressure would ensure that the appropriate hazard warnings are presented on aerosol containers.
	Flammable Aerosols		
*	Non-flammable Aerosols		
*	Chemicals Under Pressure		
	Oxidizing Gases	X	Added additional classification considerations (ISO 10156 standard).
	Gases Under Pressure	X	Added note that aerosols should not be classified as gases under pressure.
	Flammable Liquids		Additional guidance on methods for determining flashpoint, storage requirements on the SDS, and note that aerosols should not be classified as flammable liquid.
	Flammable Solids		Adding note that aerosols should not be classified as flammable solid.
	Self-Heating Chemicals		New note explaining classification of solid chemicals shall be based on tests performed on the chemical as presented.
	Chemicals Which, In Contact With Water, Emit Flammable Gases		Updating classification criteria for Category 3 to reflect "the maximum rate of evolution of the flammable gas is greater than 1 liter per kilogram of chemical per hour".
	Oxidizing Solids		Addition of classification criteria based on Test O.3-Gravimetric tests.
*Designates new classification to HCS.			

Major Changes (Continued)

- Significant changes to the flammable gas hazard class
  - New hazard class (desensitized explosives) and several new hazard categories
- Revised several health hazard statements and precautionary statements
- Revised health hazard definitions
  - Skin corrosion/irritation
  - Serious eye damage/eye irritation chapters
  - General updates to hazard classes

Major Changes – Labels and Warnings

- Shipped Container Labels
- Bulk Shipment Labels of Hazardous Chemicals
- DOT Pictograms

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Major Changes – Labels and Warnings

- Label Updates
- Small Containers
  - ≤ 100 milliliter (ml) capacity
  - ≤ 3 ml capacity
- Trade Secrets

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Compliance Deadlines

- Staggered for chemical manufacturers, importers, and distributors
  - Substances: January 19, 2026
  - Mixtures: July 19, 2027

- Employers have six months beyond those dates to update their programs
  - Substances: July 20, 2026
  - Mixtures: January 19, 2028

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Next Steps

	Date Required	Responsibility	Items to Update
Substances	January 19, 2026	Manufacturers, importers, and distributors	Labels Safety Data Sheets
	July 20, 2026	Employers	Workplace labeling Communication of workplace hazards Provide training
Mixtures	July 19, 2027	Manufacturers, importers, and distributors	Labels Safety Data Sheets
	January 19, 2028	Employers	Workplace labeling Communication of workplace hazards Provide training

Transition Period Compliance

- SDS Review
- Update your workplace Hazard Communication Program
- Training
- Readily available information

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How Can ALL4 Help You?

- We can assist with the following requirements of the HCS:
  - Written Programs
  - Training and materials
  - Chemical Inventories

- In addition, ALL4 can help with additional environmental, health and safety compliance support.

Questions or Comments?

Contact Information:

Victoria Sparks, CSP // vsparks@all4inc.com // 859.447.9156

Katie Priess // kpriess@all4inc.com // 949.351.7615

Don Hart // dhart@all4inc.com // 717.824.1970

Brian Godfrey // bgodfrey@all4inc.com // 864.520.4663

www.all4inc.com