

Private Sector Worker Safety and Health Requirements by State

State	Private Sector Enforcement Authority	Private Sector Regulations	Penalties for Noncompliance	Written Safety and Health / Loss Control Plans (required or workers' comp incentive)	Safety Committees (required or workers' comp incentive)
Alabama	Federal OSHA	Federal OSHA rules	Federal OSHA penalties	NO	YES (required at written request of any employee)
Alaska	State (AKOSH)	Rules stricter than federal OSHA for confined spaces , electrical safety , hazard communication , injury reporting , lockout/tagout , respiratory protection , and written safety plans	Penalties mirror federal OSHA standards	YES (required for self-insured employers)	NO
Arizona	State (ADOSH)	Federal OSHA rules adopted by reference	Criminal penalties stricter than federal OSHA	NO	NO
Arkansas	Federal OSHA	Federal OSHA rules	Federal OSHA penalties	NO	NO
California	State (Cal/OSHA)	Many rules stricter than federal OSHA, including hazard communication , inspections , safety data sheets (SDSs) , recordkeeping , training , and written safety plans	Higher penalty limits than federal OSHA for knowing and willful violations	YES (required for all employers)	NO (but satisfies communication requirements of IIPP rule)
Colorado	Federal OSHA	Federal OSHA rules	Federal OSHA penalties	YES (incentive)	YES (incentive)
Connecticut	Federal OSHA	Federal OSHA rules	Federal OSHA penalties	NO	YES (required for employers with 25 or more employees)
Delaware	Federal OSHA	Federal OSHA rules	Federal OSHA penalties	NO	NO
Florida	Federal OSHA	Federal OSHA rules	Federal OSHA penalties	YES (incentive)	NO
Georgia	Federal OSHA	Federal OSHA rules	Federal OSHA penalties	NO	NO

Private Sector Worker Safety and Health Requirements by State

State	Private Sector Enforcement Authority	Private Sector Regulations	Penalties for Noncompliance	Written Safety and Health / Loss Control Plans (required or workers' comp incentive)	Safety Committees (required or workers' comp incentive)
Hawaii	State (HIOSH)	Rules stricter than federal OSHA for construction crane operators , noise protection , permissible exposure limits (PELs) , and written safety plans	Penalties mirror federal OSHA standards	YES (required for employers with at least 25 employees; incentive may also apply)	NO
Idaho	Federal OSHA	Federal OSHA rules	Federal OSHA penalties	NO	NO
Illinois	Federal OSHA	Federal OSHA rules	Federal OSHA penalties	NO	NO
Indiana	State (IOSHA)	Rules stricter than federal OSHA for trenching in construction	Federal penalties adopted by reference	NO	NO (unless required as part of a settlement agreement)
Iowa	State (IOSH)	Rules stricter than federal OSHA for hazard communication training	Federal penalties adopted by reference	NO	NO
Kansas	Federal OSHA	Federal OSHA rules	Federal OSHA penalties	NO	NO
Kentucky	State (KY OSH)	Rules stricter than federal OSHA for accident reporting , first aid training , employee access to regulations, and receiving and unloading bulk hazardous liquids from tank trucks or trailers	Penalties mirror federal standards	YES (required for employers insured under the Kentucky Employer's Mutual Insurance Program)	NO
Louisiana	Federal OSHA	Federal OSHA rules	Federal OSHA penalties	YES (required for self-insured employers with more than 15 employees; incentives may also apply)	NO

Private Sector Worker Safety and Health Requirements by State

State	Private Sector Enforcement Authority	Private Sector Regulations	Penalties for Noncompliance	Written Safety and Health / Loss Control Plans (required or workers' comp incentive)	Safety Committees (required or workers' comp incentive)
Maine	Federal OSHA	Federal OSHA rules	Federal OSHA penalties	YES (required for employers with EMR rates of 2 or more; others may receive incentives)	YES (required for employers belonging to organizations that obtain group workers' compensation coverage)
Maryland	State (MOSH)	Stricter rules than federal OSHA for hazard communication , confined spaces , and construction crane operations	Penalties identical to federal OSHA standards	NO	NO
Massachusetts	Federal OSHA	Federal OSHA rules	Federal OSHA penalties	YES (incentive)	NO
Michigan	State (MIOSHA)	Stricter rules than federal OSHA for bloodborne pathogens , electrical safety , first aid in construction , hazard communication , machine guarding , material handling (including forklifts), and PELs	Penalty amounts mirror federal OSHA standards; one additional criminal penalty	YES (required for employers at construction sites)	NO
Minnesota	State (MNOSHA)	Stricter rules than federal OSHA for cranes in construction , employee refusal to work, injury and illness recordkeeping , material handling (including forklifts), PELs , and hazard communication	Stricter penalties than federal OSHA	YES (required for employers in certain NAICS codes and for employers required to establish safety committees)	YES (required for employers with 25 or more employees)
Mississippi	Federal OSHA	Federal OSHA rules	Federal OSHA penalties	NO	NO
Missouri	Federal OSHA	Federal OSHA rules	Federal OSHA penalties	YES (incentive)	NO

Private Sector Worker Safety and Health Requirements by State

State	Private Sector Enforcement Authority	Private Sector Regulations	Penalties for Noncompliance	Written Safety and Health / Loss Control Plans (required or workers' comp incentive)	Safety Committees (required or workers' comp incentive)
Montana	Federal OSHA	Federal OSHA rules	Federal OSHA penalties	YES (required for employers with 5 or more employees)	YES (required for employers with 5 or more employees)
Nebraska	Federal OSHA	Federal OSHA rules	Federal OSHA penalties	YES (required for employers subject to workers' compensation rules)	YES (required for employers subject to workers' compensation rules)
Nevada	State (NVOSHA)	Stricter rules than federal OSHA for explosives handling, machine guarding , process safety for ammonium perchlorate , recordkeeping , construction training , written safety plans , and safety committees	Criminal penalties stricter than federal OSHA for violations causing employee death	YES (required for employers with more than 10 employees)	YES (required for employers with 25 or more employees at each worksite and for explosives manufacturers)
New Hampshire	Federal OSHA	Federal OSHA rules	Federal OSHA penalties	YES (required for employers with 15 or more employees insured under workers' compensation rules)	YES (required for employers with 15 or more employees)
New Jersey	Federal OSHA	Federal OSHA rules	Federal OSHA penalties	NO	NO
New Mexico	State (NM OHSB)	Stricter rules than federal OSHA for construction crane operators , hazard communication , and safety and loss prevention programs for self-insurers	Penalties mirror federal OSHA standards	YES (required for some employers designated "extra-hazardous")	NO
New York	Federal OSHA	Federal OSHA rules	Federal OSHA penalties	YES (required for certain employers with high injury and illness rates)	NO

Private Sector Worker Safety and Health Requirements by State

State	Private Sector Enforcement Authority	Private Sector Regulations	Penalties for Noncompliance	Written Safety and Health / Loss Control Plans (required or workers' comp incentive)	Safety Committees (required or workers' comp incentive)
North Carolina	State (OSHANC)	Stricter rules than federal OSHA for HAZWOPER training , safety plans , and safety committees	Penalties stricter than federal OSHA for willful violations and violations that result in death	YES (required for certain high-hazard employers)	YES (required for employers with poor safety records and more than 11 full-time employees per worksite)
North Dakota	Federal OSHA	Federal OSHA rules	Federal OSHA penalties	YES (incentive)	NO
Ohio	Federal OSHA	Federal OSHA rules	Federal OSHA penalties	YES (incentive)	YES (incentive)
Oklahoma	Federal OSHA	Federal OSHA rules	Federal OSHA penalties	YES (required for self-insured and group-insured employers; small private employers may qualify for incentives)	NO
Oregon	State (OR-OSHA)	Stricter rules than federal OSHA for PELs , bloodborne pathogens , cranes and slings , hazard communication , PPE , reporting of fatalities , and safety committees	Civil penalties stricter than federal OSHA standards	YES (required for self-insured employers)	YES (employers must either establish a safety committee or hold safety meetings; many employers do not have the choice and must establish safety committees)
Pennsylvania	Federal OSHA	Federal OSHA rules	Federal OSHA penalties	YES (required for self-insured employers)	YES (incentive)
Rhode Island	Federal OSHA	Federal OSHA rules	Federal OSHA penalties	NO	NO (unless required by insurer)

Private Sector Worker Safety and Health Requirements by State

State	Private Sector Enforcement Authority	Private Sector Regulations	Penalties for Noncompliance	Written Safety and Health / Loss Control Plans (required or workers' comp incentive)	Safety Committees (required or workers' comp incentive)
South Carolina	State (S.C. OSHA)	Stricter rules than federal OSHA for spray finishing areas, respiratory protection for structural firefighting , and lifting carriages on forklifts	Federal penalties adopted by reference	NO	NO
South Dakota	Federal OSHA	Federal OSHA rules	Federal OSHA penalties	YES (incentive)	NO
Tennessee	State (TOSHA)	Stricter rules than federal OSHA for hazard communication and PELs	Some criminal penalties less strict than federal OSHA penalties	NO	YES (required for employers subject to workers' compensation laws in the top 25% for claims experience)
Texas	Federal OSHA	Federal OSHA rules	Federal OSHA penalties	YES (can be required for employers covered under workers' compensation and designated as extra-hazardous)	NO
Utah	State (UOSH)	Stricter rules than federal OSHA for emergency preparedness , electrical safety , machine guarding , material handling , PPE , process safety management , and recording injuries and illnesses	Penalties similar to federal OSHA standards with additional minimum penalties for serious and willful violations	YES (can be required by workers' compensation insurance carriers)	NO
Vermont	State (VOSHA)	Stricter rules than federal OSHA for lineworker safety , PELs , and accident prevention programs for high-hazard employers	Stricter criminal penalties than federal OSHA	YES (required for employers with "unusually poor safety records")	NO

Private Sector Worker Safety and Health Requirements by State

State	Private Sector Enforcement Authority	Private Sector Regulations	Penalties for Noncompliance	Written Safety and Health / Loss Control Plans (required or workers' comp incentive)	Safety Committees (required or workers' comp incentive)
Virginia	State (VOSH)	Stricter rules than federal OSHA for agricultural hand-labor operations, written safety plans , and safety committees	Additional state rules for penalties	YES (required for self-insured employers)	YES (required for most employers)
Washington	State (Washington DOSH)	Stricter rules than federal OSHA for bloodborne pathogens , hazard communication , PELs , PPE , respiratory protection , written safety plans , and safety committees	Penalties stricter than federal OSHA	YES (required for all employers with one or more employees)	YES (required for employers with more than 10 employees at a worksite)
West Virginia	Federal OSHA	Federal OSHA rules	Federal OSHA penalties	YES (incentive)	NO
Wisconsin	Federal OSHA	Federal OSHA rules	Federal OSHA penalties	NO	NO
Wyoming	State (WDWS)	Federal OSHA rules adopted by reference	Penalties mirror federal OSHA standards	YES (incentive)	YES (part of safety plan incentive)