



# WHAT DOES THE NEW OSHA SAFETY PROGRAM MEAN FOR MY OPERATION?

The U.S. Department of Labor’s Occupational Safety and Health Administration (OSHA) launched a three-year **national emphasis program** (NEP) to reduce and prevent workplace hazards in warehouses and distribution centers. Safety inspections, which began in October 2023, may be triggered by an infraction, targeted at establishments with high injury and illness rates or randomly assigned, depending on the protocol for that state. But for many operations in intense industries like agriculture, manufacturing, paper and packaging, the questions are: *does this program apply to me* and if so, *what does that mean?*

## // WHO DOES IT APPLY TO?

The program applies to warehouses, distribution centers, mail and parcel processing facilities, local delivery and high-risk retail workplaces. At first glance, those sectors could seem like they don’t include the storage and distribution facilities that a manufacturer or other heavy-duty industry might run, but not so fast – some might surprise you.

### Warehousing

This NEP covers the following NAICS codes for warehousing and distribution center operations, and mail, parcel and delivery services.

NAICS CODE	INDUSTRY	DESCRIPTION
491110	Postal service (Processing and distribution centers only)	Establishments that provide mail, parcel and express delivery services under a universal service obligation, and are primarily engaged in performing one or more parts of the basic mail service, such as sorting, routing and/or delivery (except bulk transportation of mail)
492110	Couriers and express delivery services	Establishments that primarily provide air, surface or combined mode courier and express delivery services of parcels, but do not operate under a universal service obligation. These services are generally international or between metropolitan areas.
492210	Local messengers and local delivery	Establishments providing local messenger and delivery services of small items like documents, groceries, alcoholic beverages and restaurant meal orders within a single metropolitan area. They generally provide point-to-point pick-up and delivery and do not operate as part of an intercity courier network.
493110	General warehousing and storage	Establishments that primarily operate merchandise warehousing and storage facilities, handling goods in boxes, barrels or drums and using equipment such as forklifts, pallets and racks. They are not specialized in handling bulk products of any particular type, size or quantity.
493120	Refrigerated warehousing and storage	Establishments that primarily operate refrigerated warehousing and storage facilities. Services might include blast freezing, tempering and modified atmosphere storage services.
493130	Farm product warehousing and storage	Establishments primarily engaged in operating bulk farm product warehousing and storage facilities (except refrigerated), including grain elevator storage providers.
493190	Other warehousing and storage	Establishments operating warehousing and storage facilities (except those noted above). Examples include bulk petroleum storage, lumber storage terminals, document storage and warehousing or whiskey warehousing.

### Retail

This NEP covers the following NAICS codes for retail establishments with the highest rates of injuries and illnesses.

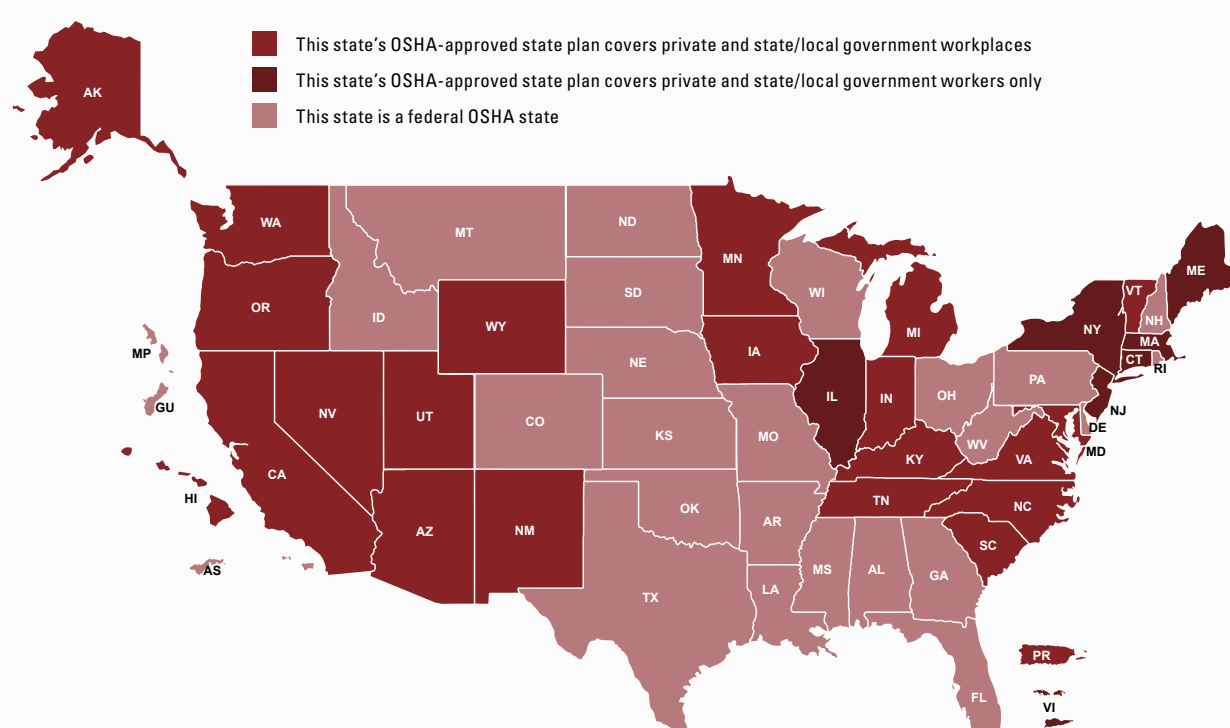
NAICS CODE	INDUSTRY	DESCRIPTION
444110	Home centers	Establishments that primarily sell home repair and improvement materials and supplies without a predominate merchandise line. Items include lumber, plumbing goods, electrical goods, tools, lawn and garden supplies, housewares and hardware.
444130	Hardware stores	Establishments primarily engaged in retailing a general line of new hardware items, such as tools and builders’ hardware.
444190	Other building material dealers	Establishments (except home centers, hardware stores, and paint and wallpaper stores) primarily engaged in retailing specialized lines of new building materials such as lumber, fencing, glass, doors, plumbing fixtures and supplies, electrical supplies, prefabricated buildings and kits, and kitchen and bath cabinets and countertops.
445110	Supermarkets and other grocery stores	Establishments that primarily sell a general line of food, such as canned and frozen foods; fresh fruits and vegetables; and fresh and prepared meats, fish and poultry. Delicatessens are included, but convenience retailers are not.
452311	Warehouse clubs and supercenters	Establishments that primarily sell a general line of groceries in combination with a general line of new merchandise, such as apparel, furniture and appliances.

Industry descriptions are abbreviated summaries, for full details visit [www.census.gov/naics](http://www.census.gov/naics).

## // HOW IS IT ADMINISTERED?

### Federal or state

The federal NEP applies nationwide, and while some states assume it as-is, other states may adopt or adapt a state emphasis plan (SEP) that is identical to or at least as effective as the NEP in protecting workers and preventing work-related injuries, illnesses and deaths.

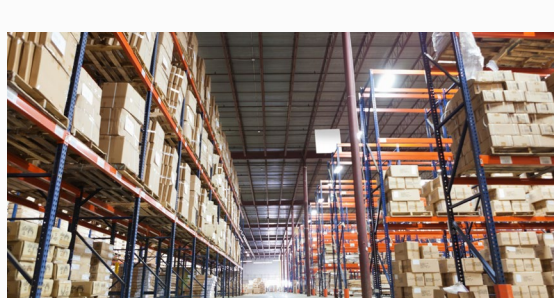


To learn more about the program for your location, visit [www.osha.gov/stateplans](http://www.osha.gov/stateplans).

## // WHAT DO OFFICERS LOOK FOR?

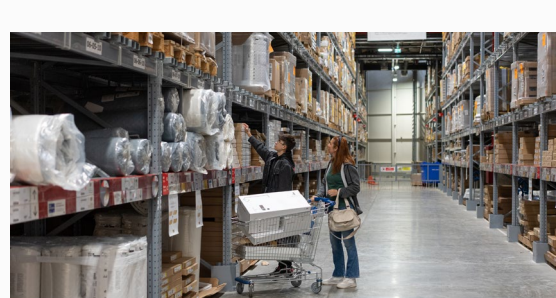
### Inspection procedures

The program instructs safety compliance officers to review injury and illness records (forms 300, 300A and 301) and their reporting status and complete an evaluation of potential hazards, including:



#### WAREHOUSING

- Powered industrial truck (PIT) operations
- Material-handling and storage
- Walking-working surfaces
- Means of egress
- Fire protection



#### RETAIL

- Storage areas
- Loading areas

Retail establishments will have partial inspections focused on these spaces, but inspections may be expanded in scope when evidence shows violations may exist in other areas of the establishment.

**If the safety officer observes either of the following, a health inspection officer may also be brought in:**



Heat hazards



Ergonomic hazards

## // HOW CAN I PREPARE?

### Mitigating safety risks

#### OVERALL OPERATIONS

All states offer on-site consultations that can help identify areas of weakness and provide suggestions to increase health and safety. There is no cost and no risk of citation. Records are not shared with the inspection department; the establishment simply agrees to correct any problems that are detected.

To book a consultation, visit the [OSHA consultation webpage](#).

#### PIT OPERATIONS

Forklift safety can warrant particular attention as businesses prepare for inspection. In many of the 12 industries covered by the program, improper PIT operations are the largest source of OSHA citations. Comprehensive forklift operator training and technologies can help reduce many common safety risks.

For support, contact your [local Hyster® dealer](#).