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As of Spring 2025, employers must adhere to updated Occupational Safety and Health Administration (OSHA) regulations designed to enhance workplace safety. Key compliance areas include:

1. Stricter Lead Standards

OSHA has implemented more rigorous regulations to protect workers from lead exposure. Employers are now required to conduct enhanced air quality monitoring, improve ventilation systems, implement dust mitigation strategies, and provide comprehensive employee training programs to minimize lead-related hazards.

2. Properly Fitting Personal Protective Equipment (PPE)

Effective January 13, 2025, OSHA mandates that all PPE in construction must "properly fit" each affected employee. This change addresses concerns, particularly among women and workers with diverse body types, about the inadequacy of standard-sized PPE, as ill-fitting equipment can compromise safety.

3. Heat Hazard Management

In response to rising temperatures, OSHA has introduced regulations to protect workers from hazardous heat exposure. Employers are required to identify work areas with potential heat risks, develop and implement monitoring policies, provide access to cool drinking water, ensure shaded or cooled break areas, and enforce mandatory rest breaks when temperatures exceed specified thresholds.

4. Enhanced Training Requirements

OSHA emphasizes the importance of training in maintaining workplace safety. Many standards explicitly require employers to train employees in the safety and health aspects of their jobs. This includes initial training for new hires and refresher training to ensure ongoing compliance and awareness of safety protocols.

5. Reporting and Recordkeeping

Employers are obligated to maintain accurate records of workplace injuries and illnesses. This includes determining the work-relatedness of incidents, understanding which cases are recordable, and adhering to reporting timelines for severe injuries. Proper documentation ensures compliance and aids in identifying areas for safety improvements.

Risk Strategies

Employers should regularly consult OSHA's official website and other reputable sources to stay informed about regulatory changes and ensure ongoing compliance with workplace safety standards. [See OSHA Regulatory Changes 2025](#)

Additional Resources

[OSHA – Occupational Safety and Health Administration](#)

[EANE HOTLINE](#) 877-662-6444 Monday-Friday 8:00 am to 5:00 pm

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