

FY 2026

CONGRESSIONAL BUDGET JUSTIFICATION

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

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OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

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OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

APPROPRIATION LANGUAGE

SALARIES AND EXPENSES

For necessary expenses for the Occupational Safety and Health Administration, \$582,381,000, including not to exceed \$115,200,000 which shall be the maximum amount available for grants to States under section 23(g) of the Occupational Safety and Health Act (the "Act") (29 U.S.C. 672(g)), which grants shall be no less than 50 percent of the costs of State occupational safety and health programs required to be incurred under plans approved by the Secretary under section 18 of the Act (29 U.S.C. 667); and, in addition, notwithstanding 31 U.S.C. 3302, the Occupational Safety and Health Administration may retain up to \$499,000 per fiscal year of training institute course tuition and fees, otherwise authorized by law to be collected, and may utilize such sums for occupational safety and health training and education: Provided, That notwithstanding 31 U.S.C. 3302, the Secretary is authorized, during the fiscal year ending September 30, 2026, to collect and retain fees for services provided to Nationally Recognized Testing Laboratories, and may utilize such sums, in accordance with the provisions of 29 U.S.C. 9a, to administer national and international laboratory recognition programs that ensure the safety of equipment and products used by workers in the workplace: Provided further, That none of the funds appropriated under this paragraph shall be obligated or expended to prescribe, issue, administer, or enforce any standard, rule, regulation, or order under the Act which is applicable to any person who is engaged in a farming operation which does not maintain a temporary labor camp and employs 10 or fewer employees: Provided further, That no funds appropriated under this paragraph shall be obligated or expended to administer or enforce any standard, rule, regulation, or order under the Act with respect to any employer of 10 or fewer employees who is included within a category having a Days Away, Restricted, or

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Transferred ("DART") occupational injury and illness rate, at the most precise industrial classification code for which such data are published, less than the national average rate as such rates are most recently published by the Secretary, acting through the Bureau of Labor Statistics, in accordance with section 24 of the Act (29 U.S.C. 673), except--(1) to provide, as authorized by the Act, consultation, technical assistance, educational and training services, and to conduct surveys and studies;(2) to conduct an inspection or investigation in response to an employee complaint, to issue a citation for violations found during such inspection, and to assess a penalty for violations which are not corrected within a reasonable abatement period and for any willful violations found;(3) to take any action authorized by the Act with respect to imminent dangers;(4) to take any action authorized by the Act with respect to health hazards;(5) to take any action authorized by the Act with respect to a report of an employment accident which is fatal to one or more employees or which results in hospitalization of two or more employees, and to take any action pursuant to such investigation authorized by the Act; and(6) to take any action authorized by the Act with respect to complaints of discrimination against employees for exercising rights under the Act: Provided further, That the foregoing proviso shall not apply to any person who is engaged in a farming operation which does not maintain a temporary labor camp and employs 10 or fewer employees: Provided further, That not less than \$3,500,000 shall be for Voluntary Protection Programs.

Note.--This account is operating under the Full-Year Continuing Appropriations and Extensions Act, 2025 (division A of Public Law 119-4).

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ANALYSIS OF APPROPRIATION LANGUAGE

Language Provision

"... including not to exceed \$115,200,000 which shall be the maximum amount available for grants to States under section 23(g) of the Occupational Safety and Health Act (the "Act") (29 U.S.C. 672(g)), which grants shall be no less than 50 percent of the costs of State occupational safety and health programs required to be incurred under plans approved by the Secretary under section 18 of the Act;"

"... and, in addition, notwithstanding 31 U.S.C. 3302, the Occupational Safety and Health Administration may retain up to \$499,000 per fiscal year of Training Institute course tuition and fees, otherwise authorized by law to be collected, and may utilize such sums for occupational safety and health training and education:"

"... the Secretary of Labor is authorized, during the fiscal year ending September 30, 2026, to collect and retain fees for services provided to Nationally Recognized Testing Laboratories, and may utilize such sums, in accordance with the provisions of 29 U.S.C. 9a, to administer national and international laboratory recognition programs that ensure the safety of equipment and products used by workers in the workplace:"

Explanation

This appropriation language establishes an overall limit on 50 percent matching grants to States for approved occupational safety and health compliance programs. Under this language, States administering and enforcing State programs under plans approved by the Secretary shall not be required to expend from their own funds more than an amount equal to the grants provided by this appropriation.

This language authorizes the retention of up to \$499,000 per year in tuition payments made by and fees collected from the private sector for safety and health training courses offered by OSHA and to offset costs currently absorbed by the agency for training materials and production of Outreach Trainer Certification cards. The retained funds are to be utilized to augment the direct appropriations approved for training and education.

This language authorizes the retention of fees for OSHA services provided to Nationally Recognized Testing Laboratories. The retained fees are to be utilized to provide funding for the agency to administer national and international laboratory recognition programs to promote the safety of equipment and products used in the workplace.

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AMOUNTS AVAILABLE FOR OBLIGATION						
(Dollars in Thousands)						
	FY 2024 Enacted		FY 2025 Enacted		FY 2026 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	1,962	\$632,309	1,810	\$632,309	1,587	\$582,381
Transfer from TES (Pursuant to P.L. 118-47)	0	\$3,820	0	\$0	0	\$0
Transfer from CSEOA (Pursuant to P.L. 118-47)	0	\$4,050	0	\$0	0	\$0
Unexpired Unobligated Balanced Carried Forward from Prior Year	0	\$0	0	\$637	0	\$0
<i>Subtotal Appropriation</i>	<i>1,962</i>	<i>\$640,179</i>	<i>1,810</i>	<i>\$632,946</i>	<i>1,587</i>	<i>\$582,381</i>
Offsetting Collections From:						
Reimbursements	0	\$3,380	4	\$3,410	5	\$3,410
B. Gross Budget Authority	1,962	\$643,559	1,814	\$636,356	1,592	\$585,791
Unexpired Unobligated Balanced Carried Forward from Prior Year	0	\$0	0	-\$637	0	\$0
Offsetting Collections deduction:						
Reimbursements	0	-\$3,380	-4	-\$3,410	-5	-\$3,410
C. Budget Authority Before Committee	1,962	\$640,179	1,810	\$632,309	1,587	\$582,381
Offsetting Collections From:						
Reimbursement	0	\$3,380	4	\$3,410	5	\$3,410
D. Total Budgetary Resources	1,962	\$643,559	1,814	\$635,719	1,592	\$585,791
FTE Lapse and Unobligated Balance Expiring	-3	-\$161	0	\$0	0	\$0
Unexpired Unobligated Balance Carried Forward	0	-\$637	0	\$0	0	\$0
Reimbursements	0	-\$752	0	\$0	0	\$0
E. Total, Estimated Obligations	1,959	\$642,009	1,814	\$635,719	1,592	\$585,791

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Request	Net Change
Budget Authority			
General Funds	\$632,309	\$582,381	-\$49,928
Total	\$632,309	\$582,381	-\$49,928
 Full Time Equivalents			
General Funds	1,810	1,587	-223
Total	1,810	1,587	-223

Explanation of Change	FY 2026 Change							
	FY 2025 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Increases:								
A. Built-Ins:								
To Provide For:								
Costs of pay adjustments	1,810	\$219,059	0	\$0	0	\$0	0	\$0
Personnel benefits	0	\$82,418	0	\$0	0	\$0	0	\$0
Employee health benefits	0	\$0	0	\$0	0	\$0	0	\$0
Federal Employees' Compensation Act (FECA)	0	\$937	0	\$0	0	\$0	0	\$0
Benefits for former personnel	0	\$246	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$6,500	0	\$0	0	\$0	0	\$0
Transportation of things	0	\$2	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$24,910	0	\$0	0	\$0	0	\$0
Communications, utilities, and miscellaneous charges	0	\$1,016	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$401	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$1,448	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$5,557	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$72,103	0	\$0	0	\$0	0	\$0
Other Federal sources (Census Bureau)	0	\$0	0	\$0	0	\$0	0	\$0
Other Federal sources (DHS Charges)	0	\$3,016	0	\$0	0	\$0	0	\$0
Other goods and services from Federal sources	0	\$21,183	0	\$0	0	\$0	0	\$0
Research & Development Contracts	0	\$0	0	\$0	0	\$0	0	\$0
Operation and maintenance of facilities	0	\$0	0	\$0	0	\$0	0	\$0
Operation and maintenance of equipment	0	\$635	0	\$0	0	\$0	0	\$0
Supplies and materials	0	\$990	0	\$0	0	\$0	0	\$0
Equipment	0	\$1,002	0	\$0	0	\$0	0	\$0

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FY 2026 Change

Explanation of Change	FY 2025 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Grants, subsidies, and contributions	0	\$190,736	0	\$0	0	\$0	0	\$0
State Administration Workload	0	\$0	0	\$0	0	\$0	0	\$0
Insurance claims and indemnities	0	\$150	0	\$0	0	\$0	0	\$0
Built-Ins Subtotal	1,810	+\$632,309	0	\$0	0	\$0	0	\$0
B. Programs:								
Total Increase	1,810	+\$632,309	0	\$0	0	\$0	0	\$0
Decreases:								
A. Built-Ins:								
To Provide For:								
Built-Ins Subtotal	0	\$0	0	\$0	0	\$0	0	\$0
B. Programs:								
Staff Attrition	0	\$0	0	\$0	-223	-\$32,157	-223	-\$32,157
Eliminate Harwood Grants	0	\$0	0	\$0	0	-\$12,787	0	-\$12,787
Reduce Federal Compliance Assistance	0	\$0	0	\$0	0	-\$1,711	0	-\$1,711
Reduce State Programs	0	\$0	0	\$0	0	-\$1,473	0	-\$1,473
Reduce OSHA's Whistleblower Protection Program	0	\$0	0	\$0	0	-\$1,000	0	-\$1,000
Reduce State Consultation	0	\$0	0	\$0	0	-\$800	0	-\$800
Programs Subtotal			0	\$0	-223	-\$49,928	-223	-\$49,928
Total Decrease	0	\$0	0	\$0	-223	-\$49,928	-223	-\$49,928
Total Change	1,810	+\$632,309	0	\$0	-223	-\$49,928	-223	-\$49,928

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY								
(Dollars in Thousands)								
	FY 2024 ¹		FY 2025 ²		FY 2026		Diff. FY 2026	
	Enacted		Enacted		Request		Request / FY 2025 Enacted	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Safety and Health Standards	79	21,000	71	21,000	48	16,000	-23	-5,000
General Funds	79	21,000	71	21,000	48	16,000	-23	-5,000
Federal Enforcement	1,403	243,000	1,292	243,000	1,124	219,343	-168	-23,657
General Funds	1,403	243,000	1,292	243,000	1,124	219,343	-168	-23,657
Whistleblower Programs	154	22,500	114	26,000	114	25,000	0	-1,000
General Funds	154	22,500	114	26,000	114	25,000	0	-1,000
State Programs	0	120,000	0	116,673	0	115,200	0	-1,473
General Funds	0	120,000	0	116,673	0	115,200	0	-1,473
Technical Support	87	26,000	90	26,000	74	23,500	-16	-2,500
General Funds	87	26,000	90	26,000	74	23,500	-16	-2,500
Compliance Assistance-Federal	183	78,262	183	79,973	183	78,262	0	-1,711
General Funds	183	78,262	183	79,973	183	78,262	0	-1,711
Compliance Assistance-State Consultation	0	63,160	0	61,276	0	60,476	0	-800
General Funds	0	63,160	0	61,276	0	60,476	0	-800
Compliance Assistance-Training Grants	0	12,787	0	12,787	0	0	0	-12,787
General Funds	0	12,787	0	12,787	0	0	0	-12,787
Safety and Health Statistics	15	35,500	32	35,500	16	34,500	-16	-1,000
General Funds	15	35,500	32	35,500	16	34,500	-16	-1,000

¹ FY 2024 Enacted amount does not include transfers and reprogramming.

² FY 2025 Enacted amount does not include transfers and reprogramming.

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SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY								
(Dollars in Thousands)								
	FY 2024 ¹ Enacted		FY 2025 ² Enacted		FY 2026 Request		Diff. FY 2026 Request / FY 2025 Enacted	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Executive Direction	38	10,100	28	10,100	28	10,100	0	0
General Funds	38	10,100	28	10,100	28	10,100	0	0
Total	1,959	632,309	1,810	632,309	1,587	582,381	-223	-49,928
General Funds	1,959	632,309	1,810	632,309	1,587	582,381	-223	-49,928

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BUDGET AUTHORITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
	Full-Time Equivalent				
	Full-time Permanent	1,962	1,810	1,587	-223
	Reimbursable	4	4	5	1
	Total	1,966	1,814	1,592	-222
	Average ES Salary	\$213,052	\$216,248	\$220,693	\$4,445
	Average GM/GS Grade	12/5	12/5	12/3	0
	Average GM/GS Salary	\$116,094	\$117,835	\$120,341	\$2,506
11.1	Full-time permanent	191,595	212,978	195,778	-17,200
11.3	Other than full-time permanent	375	375	375	0
11.5	Other personnel compensation	3,666	5,706	5,706	0
11.9	Total personnel compensation	195,636	219,059	201,859	-17,200
12.1	Civilian personnel benefits	75,932	83,355	76,502	-6,853
12.2	Military Personnel Benefits	0	0	0	0
13.0	Benefits for former personnel	894	246	246	0
21.0	Travel and transportation of persons	11,200	6,500	6,500	0
22.0	Transportation of things	2	2	2	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	24,910	24,910	24,910	0
23.3	Communications, utilities, and miscellaneous charges	1,418	1,016	1,016	0
24.0	Printing and reproduction	76	401	401	0
25.1	Advisory and assistance services	1,651	1,448	1,448	0
25.2	Other services from non-Federal sources	13,938	5,557	5,557	0
25.3	Other goods and services from Federal sources 1/	103,672	96,302	85,487	-10,815
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	634	635	635	0
26.0	Supplies and materials	3,287	990	990	0
31.0	Equipment	3,032	1,002	1,002	0
41.0	Grants, subsidies, and contributions	195,947	190,736	175,676	-15,060
42.0	Insurance claims and indemnities	80	150	150	0
	Total	632,309	632,309	582,381	-49,928
	1/Other goods and services from Federal sources				
	Working Capital Fund	71,165	72,103	61,288	-10,815
	DHS Services	2,437	3,016	3,016	0
	Services by Other Government Departments	30,070	21,183	21,183	0

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AUTHORIZING STATUTES

Public Law / Act	Legislation	Statute No. / US Code	Volume No.	Expiration Date
P.L. 91-596	The Occupational Safety and Health Act of 1970	Stat. 1590	84	Indefinite authority

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

APPROPRIATION HISTORY					
(Dollars in Thousands)					
	Budget Estimates to Congress	House Allowance	Senate Allowance	Appropriations	FTE
2017					
Base Appropriation	\$595,023			\$552,787	1,995
2018					
Base Appropriation	\$543,257	\$531,470		\$552,787	1,923
2019					
Base Appropriation...1/ 2/	\$549,033		\$556,787	\$557,787	1,911
2020					
Base Appropriation...3/ 4/ 5/	\$557,533	\$660,908		\$581,787	1,865
2021					
Base Appropriation...3/	\$576,813			\$591,787	1,884
2022					
Base Appropriation	\$664,624	\$691,787		\$612,015	1,959
2023					
Base Appropriation	\$701,405			\$632,309	2,069
2024					
Base Appropriation	\$738,668		\$628,522	\$632,309	1,962
2025					
Base Appropriation	\$655,463			\$632,309	1,810
2026					
Base Appropriation	\$582,381				1,587

1/ This bill was passed by the Senate. It was passed out of the House Subcommittee but was not reported out of the House Committee or by the full House.

2/ Does not reflect \$554,000 transferred to the Office of the Assistant Secretary for Administration and Management (OASAM) in the Departmental Management Appropriation. This amount has been transferred to provide resources for the transfer of Human Resources staff from OSHA Executive Direction to OASAM.

3/ This bill was passed by the House. It was not taken up by the Senate Appropriations Subcommittee or full Appropriations Committee.

4/ FTE for FY 2020 and FY 2021 reflect the Shared Services Realignment.

5/ This bill was passed by the House. It was not taken up by the Senate Appropriations Subcommittee or the full Senate Appropriations Committee.

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

OVERVIEW

Established in 1971 by the Occupational Safety and Health Act (OSH Act) (Public Law 91-596), the Occupational Safety and Health Administration's (OSHA) mission is to assure employers provide safe and healthful working conditions for workers by setting and enforcing workplace safety and health standards and by providing training, outreach, education, and assistance. OSHA seeks to prevent work-related injuries, illnesses, and deaths by encouraging employers to eliminate workplace hazards. The agency is also responsible for administering 25 whistleblower protection provisions to prevent any person from discharging, or in any manner retaliating, against any employee who has exercised their rights under a covered Act.

Over the course of the agency's history, OSHA has implemented numerous strategies to engage with employers and employees. OSHA found that a balanced and comprehensive approach most effectively advances the protection of worker safety and health. Strong enforcement addresses employers who disregard their obligations under the OSH Act, especially employers with a history of willful and repeat violations, and criminal violations. Compliance assistance, outreach programs, and training encourage employers to exceed the minimum standards of the Act, and supplement employers who strive for the safest workplaces but need some assistance. Voluntary and cooperative programs are available to employers who want to partner with OSHA to meet and exceed the Act's standards. This includes recognition programs for employers who proactively engage their workers to achieve excellence in workplace safety and health.

OSHA's FY 2026 request supports the agency's mission of protecting America's workers by improving workplace safety and health nationwide. OSHA will focus on assuring that workers have access to high-quality jobs with safe working conditions, enabling them to build a better life for themselves and their families. Since OSHA's creation, the agency has made great strides in protecting America's workers, even as its responsibilities increased and evolved with the addition of whistleblower protection statutes and the challenges associated with new and emerging hazards.

In FY 2026, OSHA is requesting \$582,381,000 in discretionary funding and 1,587 full-time equivalent employees (FTE) plus five reimbursable FTE, a decrease of \$49,928,000 and 223 FTE from the FY 2025 Enacted level. This request will allow OSHA to meet its mission by continuing its enforcement presence; continuing to set standards as needed; meeting employer and worker requests for outreach, training, and compliance assistance; maintaining the whistleblower program; continuing technical support resources and capabilities; and funding the agency's state program partners.

OSHA's request reflects reduced funding associated with staff attrition and elimination of the Susan Harwood Training Grant Program, because the grants are wasteful and unnecessary given there is limited evidence of success and the agency has other compliance assistance programs and tools that are more effective than Harwood Grants. These include Alliances, Strategic Partnerships, On-site Consultation, and numerous targeted outreach events, such as the National Safety Stand-Down to Prevent Falls in Construction, that provide information on workplace

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safety and health to the public. The funding request for OSHA builds on OSHA's efforts to realign the agency's workforce to meet current and future mandated mission activities.

OSHA will continue to use four comprehensive categories to guide its activities. Through enforcement; compliance assistance, training, and outreach; and standards and guidance development, the agency promotes and improves overall compliance with workplace safety and health standards. Through whistleblower protection, OSHA also protects employees from retaliation and discrimination.

Strong enforcement is the cornerstone of the agency's efforts to achieve compliance with the Act. Resources are necessary to support a credible enforcement presence, address recalcitrant employers, and provide the appropriate encouragement for some employers to move towards compliance. OSHA's enforcement strategies target the most egregious and persistent violators through a combination of special enforcement programs and outreach initiatives.

OSHA maintains a substantial and diverse compliance assistance program of outreach, training, guidance, and safety campaigns to provide extensive assistance to employers of all sizes, but particularly to small businesses. The agency's Compliance Assistance Specialists (CAS) work closely with a variety of stakeholders at the local level, including small businesses, trade associations, and community and faith-based groups to provide information to achieve compliance with the Act. They play a leading role in implementing and promoting OSHA's cooperative programs, including Voluntary Protection Programs (VPP), Strategic Partnerships, and Alliances. The On-Site Consultation program provides free and confidential workplace safety and health advice to small- and medium-sized businesses across the country, with priority given to high-hazard worksites.

The agency uses both regulatory and non-regulatory approaches to address a broad array of workplace safety and health hazards. The agency's standards and guidance products extensively cover occupational safety and health hazards in a wide range of workplaces and industries, including general industry, construction, and maritime. When necessary, OSHA will also engage in deregulatory activities to modernize standards and reduce the regulatory burden on employers while maintaining a high level of workplace safety and health.

The 25 whistleblower protection statutes administered by OSHA protect employees who report violations of various safety, airline, commercial motor carrier, consumer product, food safety, environmental, financial reform, health care reform, nuclear, pipeline, public transportation agency, railroad, maritime, automotive manufacturing, and securities laws from retaliation for exercising their rights under the Act.

BUDGET ACTIVITIES

The following budget activities contribute to OSHA's strategies and goals to reduce worker injuries, illnesses, and fatalities:

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Safety and Health Standards: The Safety and Health Standards budget activity request for FY 2026 is \$16,000,000 and 48 FTE, which reflects a decrease of \$5,000,000 and 23 FTE below the FY 2025 Enacted Level.

Federal Enforcement: The Federal Enforcement budget activity request for FY 2026 is \$219,343,000 and 1,124 FTE, which reflects a decrease of \$23,657,000 and 168 FTE below the FY 2025 Enacted Level.

Whistleblower Programs: The Whistleblower budget activity request for FY 2026 is \$25,000,000 and 114 FTE, which reflects a decrease of \$1,000,000 and FTE that is level with the FY 2025 Enacted Level.

State Programs: The State Programs budget activity request for FY 2026 is \$115,200,000, which reflects a decrease of \$1,473,000 from the FY 2025 Enacted Level.

Technical Support: The Technical Support budget activity request for FY 2026 is \$23,500,000 and 74 FTE, which reflects a decrease of \$2,500,000 and 16 FTE below the FY 2025 Enacted Level.

Federal Compliance Assistance: The Federal Compliance Assistance budget activity request for FY 2026 is \$78,262,000 and 183 FTE, which reflects a decrease of \$1,711,000 and FTE that is level with the FY 2025 Enacted Level.

State Compliance Assistance: The State Compliance Assistance budget activity request for FY 2026 is \$60,476,000, which reflects a decrease of \$800,000 from the FY 2025 Enacted level.

Training Grants: The Compliance Assistance Training budget activity request for FY 2026 is \$0, which reflects elimination of the program.

Safety and Health Statistics: The Safety and Health Statistics budget activity request for FY 2026 is \$34,500,000 and 16 FTE, which reflects a decrease of \$1,000,000 and 16 FTE below the FY 2025 Enacted Level.

Executive Direction: The Executive Direction budget activity request for FY 2026 is \$10,100,000 and 28 FTE, the same as the FY 2025 Enacted Level.

SAFETY AND HEALTH STANDARDS

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2024 Enacted ³	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
Activity Appropriation	21,000	21,000	16,000	-5,000
FTE	79	71	48	-23

³ FY 2024 reflects actual FTE. Authorized FTE for FY 2024 was 74.

Introduction

Ensuring employers provide their workers with a safe and healthful workplace is the core mission of OSHA. To accomplish this mission, OSHA uses both regulatory and non-regulatory approaches to address a broad array of workplace safety and health hazards in support of the President’s priorities, including ensuring the nation’s workers are valued and working in safe conditions and that all workers can thrive in their jobs. The agency’s standards and guidance products extensively cover occupational safety and health hazards in a wide range of workplaces and industries, including general industry, construction, and maritime.

OSHA continually evaluates hazards and risks to the health and safety of workers. The agency identifies areas where new health and safety standards are necessary to protect workers. The agency also evaluates existing standards to determine when updates are necessary to remain relevant by reflecting current health studies, technologies, and approaches, as well as considering updated national consensus standards. The agency engages in deregulatory activities as well to modernize standards in ways that allow new technologies and/or reduce the regulatory burden on employers while maintaining a high level of workplace safety and health. During the rulemaking process, the agency must meet the legal and administrative requirements under the OSH Act, other applicable legislation passed by Congress, and Executive Orders. The standard-setting process is complex, carrying with it the force of law, and involves multiple steps and comprehensive stages of review. OSHA’s rules must be accompanied by analyses, based on the best available evidence, to clearly identify the risk of the hazard being addressed and the impacts of regulatory requirements on employers and the economy, offer proof that the new standard will appropriately address that risk, and ensure the requirements are technologically and economically achievable. Such analyses provide multiple opportunities to collect comments and information from the public, affected workers, and industries. OSHA’s scientific analyses to support rulemaking actions sometimes must also be peer-reviewed, and a Small Business Regulatory Enforcement Fairness Act (SBREFA) panel must be conducted when regulatory options under consideration have the potential to produce a significant economic impact on small businesses.

The agency’s regulatory activities are complemented by non-regulatory guidance products and outreach initiatives that cover a wide variety of occupational safety and health hazards. Guidance products and outreach initiatives are a form of compliance assistance that allows the agency to inform workers and employers about safety and health issues more expeditiously than through

SAFETY AND HEALTH STANDARDS

the formal rulemaking process. In both its regulatory and non-regulatory efforts, the agency uses a scientific, common-sense, and plain language approach to effectively address safety and health hazards and ensure that steps to improve workplace safety and health are easily understood.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2021	\$18,000	65
2022	\$19,500	70
2023	\$21,000	74
2024	\$21,000	74
2025	\$21,000	71

FY 2026

OSHA is requesting \$16,000,000 and 48 FTE in FY 2026, which is a decrease of \$5,000,000 and 23 FTE from the FY 2025 Enacted Level. This funding will allow OSHA to continue to focus on moving priority rulemakings through the regulatory process and to initiate additional rulemakings, including updating older OSHA standards and new rulemakings for high-hazard industries or processes. Regulatory activities are currently undergoing review as part of the change in administration. Additionally, in accordance with President Trump's executive order on deregulation, the agency plans to address new deregulatory activities to ensure that OSHA standards allow the use of new technology and to reduce the regulatory burden on employers.

FY 2025

Discretionary amounts shown for FY 2025 reflect the FY 2025 full-year Continuing Resolution amounts (P.L. 119-4).

DOL agencies will utilize funding provided through the full-year continuing resolution to realign agency operations with Administration priorities including, but not limited to, executing Executive Order 14158 titled *Establishing and Implementing the President's "Department of Government Efficiency"* (January 20, 2025); Executive Order 14210 titled *Implementing the President's "Department of Government Efficiency" Workforce Optimization Initiative* (February 11, 2025); Executive Order 14219 titled *Ensuring Lawful Governance and Implementing the President's "Department of Government Efficiency" Deregulatory Initiative* (February 19, 2025); Executive Order 14151 titled *Ending Radical And Wasteful Government DEI Programs And Preferencing* (January 20, 2025); and Executive Order 14278 titled *Preparing Americans for High-Paying Skilled Trade Jobs of the Future* (April 23, 2025). To the extent any of these Executive Orders are subject to an injunction, DOL will conduct any realignment activities consistent with such injunction(s).

SAFETY AND HEALTH STANDARDS

Workload Summary

As noted above, OSHA must follow established procedures and meet legal requirements set by the OSH Act and other statutes when developing new standards or revising existing standards. The average time needed to develop and issue a safety or health standard is more than seven years. Some rulemakings take longer and require more resources because they involve development of more extensive supporting analyses, are subject to enhanced procedural requirements (e.g., peer review, review under the Small Business Regulatory Enforcement Fairness Act), and involve greater stakeholder involvement. Given the multi-year rulemaking process, resources available during a given year do not necessarily translate into measurable output for that year.

Regulatory activities for FY 2025 and FY 2026 are currently undergoing review as part of the change in administration. In FY 2026, OSHA will continue to advance several deregulatory initiatives, in order to reduce the burden on businesses without jeopardizing worker safety standards. OSHA expects to produce 20 guidance products related to safety and health topics, and the agency will also continue to update guidance on other safety and health topic pages as needed. Additionally, OSHA will be able to make further progress on initiatives such as developing a library of resources and tools for developing safety and health programs.

In FY 2025, OSHA aligned the agency's priorities with the new administration, including deregulatory rulemakings. The agency revised numerous guidance documents to comply with several of President Trump's executive orders related to language on diversity, equity and inclusion as well as language on sex/gender. In FY 2025, the agency published a final rule on Personal Protective Equipment in Construction and a Correction/Technical Amendment on Hazard Communications.

SAFETY AND HEALTH STANDARDS

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
11.1	Full-time permanent	9,111	9,038	7,615	-1,423
11.3	Other than full-time permanent	67	67	67	0
11.5	Other personnel compensation	198	309	309	0
11.9	Total personnel compensation	9,376	9,414	7,991	-1,423
12.1	Civilian personnel benefits	3,956	3,961	3,441	-520
13.0	Benefits for former personnel	14	4	4	0
21.0	Travel and transportation of persons	360	209	209	0
22.0	Transportation of things	0	0	0	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	1,087	1,619	1,233	-386
23.3	Communications, utilities, and miscellaneous charges	67	48	48	0
24.0	Printing and reproduction	33	173	173	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	1,523	272	272	0
25.3	Other goods and services from Federal sources 1/	4,570	5,296	2,625	-2,671
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	0	0	0	0
26.0	Supplies and materials	12	3	3	0
31.0	Equipment	2	1	1	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	0	0	0	0
	Total	21,000	21,000	16,000	-5,000
	1/Other goods and services from Federal sources				
	Working Capital Fund	2,670	3,929	1,258	-2,671
	Services by Other Government Departments	1,900	1,367	1,367	0

SAFETY AND HEALTH STANDARDS

CHANGES IN FY 2026

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Employee health benefits	0
Federal Employees' Compensation Act (FECA)	0
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	0
Other Federal sources (Census Bureau)	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$0**

Net Program **-\$5,000**

Direct FTE **-23**

	Estimate	FTE
Base	\$21,000	71
Program Increase	\$0	0
Program Decrease	-\$5,000	-23

FEDERAL ENFORCEMENT

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2024 Enacted⁴	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
Activity Appropriation	243,000	243,000	219,343	-23,657
FTE	1,403	1,292	1,124	-168

⁴ FY 2024 reflects actual FTE. Authorized FTE for FY 2024 was 1,375.

Introduction

The Federal Enforcement activity reflects the authority vested in OSHA by Congress to enforce Federal workplace standards issued under the Occupational Safety and Health Act of 1970 (OSH Act). To ensure compliance with OSHA standards, reduce workplace hazards, and prevent fatalities, the agency conducts inspections of worksites and facilities, assesses penalties, and requires abatement of hazards when violations are identified. OSHA employs a mix of unprogrammed inspections (e.g., investigating complaints, including claims of imminent danger, and serious accidents involving fatalities, amputations, and in-patient hospitalizations) and programmed inspections (those targeted at specific workplace hazards or high-hazard industries).

OSHA’s enforcement strategies include prioritizing inspections at workplaces with specific hazards or those in high-hazard industries. In numerous cases, such inspections have resulted in identification of egregious and persistent violators of the OSH Act.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2021	\$228,711	1,338
2022	\$236,000	1,375
2023	\$243,000	1,467
2024	\$243,000	1,375
2025	\$243,000	1,292

FY 2026

OSHA requests \$219,343,000 and 1,124 FTE in FY 2026, a decrease of \$23,657,000 and 168 FTE from the FY 2025 Enacted Level. This funding will allow OSHA to continue its commitment to and emphasis on the enforcement of workplace safety and health standards and regulations. In FY 2026, OSHA intends to conduct 24,929 inspections (19,943 safety inspections and 4,986 health inspections). OSHA anticipates that approximately 70 – 80 percent of these inspections will be unprogrammed inspections (e.g., inspections of imminent danger situations, fatalities or catastrophes, complaints, referrals, emphasis hazards, and employer reported

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referrals). In general, unprogrammed inspections are those where OSHA responds to an event or hazard, while programmed inspections are planned by OSHA to target certain industries and hazards. OSHA estimates that approximately 20 – 30 percent of inspections will be programmed and intends to continue initiating programmed inspections in accordance with National Emphasis Programs (NEPs) and Local Emphasis Programs (LEPs), Site-Specific Targeting (SST), and Construction Targeting (C-TARG) as resources allow.

- SST inspections allow OSHA to focus enforcement efforts on non-construction workplaces with 20 or more employees that experience higher-than-average injury and illness rates.
- NEP/LEP inspections direct resources to high-hazard industries or focus on specific hazards that lead to severe injuries, illnesses, or death.
- Under the C-TARG program, OSHA targets large construction projects to help reduce high fatality rates in the construction sector.

In FY 2026, OSHA estimates that at least 36 percent of all inspections will be conducted in accordance with an emphasis program addressing the four most common serious hazards (e.g., falls, electrocution hazards, struck-by, and caught between hazards) seen regularly on construction sites.

FY 2025

Discretionary amounts shown for FY 2025 reflect the FY 2025 full-year Continuing Resolution amounts (P.L. 119-4).

DOL agencies will utilize funding provided through the full-year continuing resolution to realign agency operations with Administration priorities including, but not limited to, executing Executive Order 14158 titled *Establishing and Implementing the President's "Department of Government Efficiency"* (January 20, 2025); Executive Order 14210 titled *Implementing the President's "Department of Government Efficiency" Workforce Optimization Initiative* (February 11, 2025); Executive Order 14219 titled *Ensuring Lawful Governance and Implementing the President's "Department of Government Efficiency" Deregulatory Initiative* (February 19, 2025); Executive Order 14151 titled *Ending Radical And Wasteful Government DEI Programs And Preferencing* (January 20, 2025); and Executive Order 14278 titled *Preparing Americans for High-Paying Skilled Trade Jobs of the Future* (April 23, 2025). To the extent any of these Executive Orders are subject to an injunction, DOL will conduct any realignment activities consistent with such injunction(s).

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Workload Summary

The requested funding supports the promotion of safe working conditions. The agency intends to conduct 24,929 inspections in FY 2026 (19,944 safety inspections and 4,985 health inspections). In FY 2026, the need to respond to severe injury reports (SIR) may result in a higher percentage of unprogrammed activities compared to previous years. OSHA estimates that about 75 percent of SIRs will be addressed through rapid response investigations (RRIs) and 25 percent will result in inspections, as outlined in OSHA's "Revised Interim Enforcement Procedures for Reporting Requirements under 29 C.F.R. 1904.39," published March 4, 2016.

In FY 2026, OSHA plans to continue SST inspections, as resources allow, to help focus agency efforts on non-construction workplaces with higher-than-average injury and illness rates. OSHA creates inspection lists of the non-construction establishments with an elevated days away restricted or transferred (DART) rate, together with a random sample of establishments that did not provide the required data to OSHA. To verify data accuracy, the agency includes a random sample of low-rate establishments for quality control purposes. In addition, OSHA estimates that 36 percent of all inspections will be conducted in accordance with an emphasis program addressing the four most common serious hazards.

In FY 2026, the agency will continue to focus on fatal incidents involving hazards associated with falls in all industries.

In FY 2026, OSHA will also continue to focus on the serious hazards in the construction industry with 12,714 planned construction inspections. OSHA's C-TARG program is intended to help OSHA's compliance staff identify construction sites with the highest probable number of construction hazards such as falls, electrical, struck-by, and caught-between hazards. These four hazards account for more than half of all construction fatality incidents and are a high priority for the agency.

Finally, OSHA will focus on high impact and complex inspections at high-risk workplaces. OSHA will utilize the Enforcement Impact Index (EII), to account for measurable qualities of different types of inspections, such as the resources needed or contribution to a priority area of enforcement. For example, EII considers inspections that: 1) require considerable enforcement resources (e.g., process safety management, sampling health hazards, ergonomics, etc.), 2) target specific program hazards (e.g., emphasis programs for amputations, falls, struck-by, etc.), and 3) address the other focus industries or initiatives. In contrast, if OSHA were to count only the number of inspections without considering these additional factors, any inspection targets could have the unwanted effect of incentivizing quick, uncomplicated inspections, potentially disincentivizing more impactful inspections.

FEDERAL ENFORCEMENT

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
11.1	Full-time permanent	125,467	143,318	132,921	-10,397
11.3	Other than full-time permanent	178	178	178	0
11.5	Other personnel compensation	2,278	3,546	3,546	0
11.9	Total personnel compensation	127,923	147,042	136,645	-10,397
12.1	Civilian personnel benefits	49,249	54,871	51,073	-3,798
12.2	Military Personnel Benefits	0	0	0	0
13.0	Benefits for former personnel	34	9	9	0
21.0	Travel and transportation of persons	8,114	4,709	4,709	0
22.0	Transportation of things	0	0	0	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	11,017	4,278	4,664	386
23.3	Communications, utilities, and miscellaneous charges	437	313	313	0
24.0	Printing and reproduction	21	111	111	0
25.1	Advisory and assistance services	1,613	1,415	1,415	0
25.2	Other services from non-Federal sources	479	85	85	0
25.3	Other goods and services from Federal sources 1/	40,549	28,880	19,032	-9,848
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	113	113	113	0
26.0	Supplies and materials	1,875	565	565	0
31.0	Equipment	1,518	501	501	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	58	108	108	0
	Total	243,000	243,000	219,343	-23,657
	1/Other goods and services from Federal sources				
	Working Capital Fund	33,629	22,616	14,268	-8,348
	DHS Services	1,183	1,464	1,464	0
	Services by Other Government Departments	5,737	4,800	3,300	-1,500

FEDERAL ENFORCEMENT

CHANGES IN FY 2026

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Employee health benefits	0
Federal Employees' Compensation Act (FECA)	0
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	0
Other Federal sources (Census Bureau)	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$0**

Net Program **-\$23,657**

Direct FTE **-168**

	Estimate	FTE
Base	\$243,000	1,292
Program Increase	\$0	0
Program Decrease	-\$23,657	-168

WHISTLEBLOWER PROGRAMS

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2024 Enacted⁵	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
Activity Appropriation	22,500	26,000	25,000	-1,000
FTE	154	114	114	0

⁵ FY 2024 reflects actual FTE. Authorized FTE for FY 2024 was 130.

Introduction

This activity supports enforcement of the whistleblower protection provisions of 25 statutes, including Section 11(c) of the Occupational Safety and Health Act of 1970 (OSH Act), and the two newest statutes: the Criminal Antitrust Anti-Retaliation Act (CAARA) and the Anti-Money Laundering Act (AMLA). The whistleblower protection provisions administered by OSHA protect employees who report violations of various workplace safety and health, airline, commercial motor carrier, consumer product, environmental, financial reform, food safety, health insurance reform, motor vehicle safety, nuclear, pipeline, public transportation agency, railroad, maritime, securities, tax, antitrust, and anti-money laundering laws.

OSHA is committed to advancing Presidential and Departmental priorities, including putting America’s workers first by streamlining the agency’s programs and workforce and ensuring lawful governance. The 25 whistleblower protection provisions, which OSHA enforces, prohibit employers from discharging, or in any manner retaliating against, an employee who has exercised their rights under a covered Act.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2021	\$19,064	122
2022	\$21,500	137
2023	\$22,500	145
2024	\$22,500	130
2025	\$26,000	114

FY 2026

In FY 2026, OSHA is requesting \$25,000,000 and 114 FTE, which is a decrease of \$1,000,000 from the FY 2025 Enacted Level and will allow OSHA to continue to administer the Whistleblower Protection Program (WPP). WPP prioritizes conducting quality investigations in a timely manner, attempting voluntary resolution of disputes through the settlement process including the use of alternative dispute resolution (ADR), and reaching appropriate determinations on the merits of whistleblower cases. Moreover, WPP places a special emphasis

WHISTLEBLOWER PROGRAMS

on controlling increases in the average age of pending whistleblower investigations, the inventory of backlogged cases, and the total inventory of cases.

In FY 2026, with an FTE level of 114, OSHA anticipates being able to complete 2,574 cases.

The agency will pursue all available opportunities to streamline the investigative process through approved pilot programs, while maintaining high standards of quality.

FY 2025

Discretionary amounts shown for FY 2025 reflect the FY 2025 full-year Continuing Resolution amounts (P.L. 119-4).

DOL agencies will utilize funding provided through the full-year continuing resolution to realign agency operations with Administration priorities including, but not limited to, executing Executive Order 14158 titled *Establishing and Implementing the President's "Department of Government Efficiency"* (January 20, 2025); Executive Order 14210 titled *Implementing the President's "Department of Government Efficiency" Workforce Optimization Initiative* (February 11, 2025); Executive Order 14219 titled *Ensuring Lawful Governance and Implementing the President's "Department of Government Efficiency" Deregulatory Initiative* (February 19, 2025); Executive Order 14151 titled *Ending Radical And Wasteful Government DEI Programs And Preferencing* (January 20, 2025); and Executive Order 14278 titled *Preparing Americans for High-Paying Skilled Trade Jobs of the Future* (April 23, 2025). To the extent any of these Executive Orders are subject to an injunction, DOL will conduct any realignment activities consistent with such injunction(s).

WHISTLEBLOWER PROGRAMS

Workload Summary

OSHA has begun to see a reduction in incoming complaints over the last two fiscal years due to process improvements designed to limit complaints received by OSHA to only those that are within the agency's jurisdiction. These improvements are the result of a revised online complaint form, which provides an automatic redirect to other enforcement agencies when OSHA is the wrong forum for the user's complaint. Users are redirected to the proper forum for their complaint in real-time, which assists the user in finding the right agency, and allows OSHA to focus its resources on screening and investigating cases within its jurisdiction. The agency projects an approximately 3 percent decrease in new complaints from FY 2025 (15,032 complaints anticipated) to FY 2026 (14,581 complaints anticipated), due to the process improvements.

In FY 2025, OSHA estimates that the agency will complete 3,000 cases. In FY 2026, OSHA anticipates the completion of 2,574 cases.

In FY 2026, OSHA will continue to explore innovative approaches to enhance whistleblower program quality, consistency, and efficiency. The agency will implement several strategies to further streamline its whistleblower program processes. OSHA will finalize the screening triage procedures piloted in the 2023 Whistleblower Complaint Intake Pilot, as well as the referral procedures piloted in the 2023 State Plan Referral Directive, for nationwide adoption. These new procedures promote improved efficiencies when complaints are first received by the agency. In addition, OSHA's expedited relief efforts will prioritize cases involving ongoing or imminent retaliation or threats of retaliation where the employer's conduct is or was egregious. OSHA will also finalize a memo making recorded interviews a required practice for all whistleblower investigations, to generate more reliable evidence which can be easily referenced during case file review or litigation discussions. Lastly, OSHA will finalize and issue new template letters to standardize communication with different parties.

In FY 2026, OSHA plans to issue an interim final rule that involves clean-up of inconsistencies in the administrative statute regulations, as well as final rules for the Anti-Money Laundering Act (AMLA) and the Criminal Antitrust Anti-Retaliation Act (CAARA) whistleblower protection provisions. OSHA will publish a statute-specific desk aid for AMLA, to serve as a resource for investigating retaliation complaints under the statute.

In addition, the Request for Review process will continue to be used in FY 2026. This process provides complainants with the opportunity to seek review of a case dismissed by OSHA for complaints filed under Section 11(c) of the OSH Act, the Asbestos Hazard Emergency Response Act (AHERA), or the International Safe Container Act (ISCA), which is a vital component since the right to an appeal was not included in these antiquated statutes. Review of these appealed cases will allow OSHA to identify trends in the investigative process that do not conform with the Whistleblower Investigations Manual and will ensure consistency and improve quality.

To maintain critical relationships with the 18 partner agencies who enforce the underlying statutes related to worker safety, health, or public concern, OSHA will continue sharing data and

WHISTLEBLOWER PROGRAMS

meeting with partner agency counterparts to coordinate investigations of substantive allegations of retaliation and violations of law.

WHISTLEBLOWER PROGRAMS

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
11.1	Full-time permanent	11,502	17,134	14,934	-2,200
11.3	Other than full-time permanent	2	2	2	0
11.5	Other personnel compensation	180	280	280	0
11.9	Total personnel compensation	11,684	17,416	15,216	-2,200
12.1	Civilian personnel benefits	4,544	6,940	5,640	-1,300
13.0	Benefits for former personnel	8	2	2	0
21.0	Travel and transportation of persons	643	373	373	0
22.0	Transportation of things	0	0	0	0
23.1	Rental payments to GSA	272	405	405	0
23.3	Communications, utilities, and miscellaneous charges	56	40	40	0
24.0	Printing and reproduction	0	0	0	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	223	40	40	0
25.3	Other goods and services from Federal sources 1/	5,022	769	3,269	2,500
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	0	0	0	0
26.0	Supplies and materials	45	14	14	0
31.0	Equipment	3	1	1	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	0	0	0	0
	Total	22,500	26,000	25,000	-1,000
1/Other goods and services from Federal sources					
	Working Capital Fund	5,016	762	3,262	2,500
	DHS Services	6	7	7	0

WHISTLEBLOWER PROGRAMS

CHANGES IN FY 2026

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Employee health benefits	0
Federal Employees' Compensation Act (FECA)	0
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	0
Other Federal sources (Census Bureau)	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$0**

Net Program **-\$1,000**

Direct FTE **0**

	Estimate	FTE
Base	\$26,000	114
Program Increase	\$0	0
Program Decrease	-\$1,000	0

STATE PROGRAMS

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
Activity Appropriation	120,000	116,673	115,200	-1,473
FTE	0	0	0	0

Introduction

This budget activity supports OSHA-approved State Plan development and enforcement of workplace safety and health standards, compliance assistance, and cooperative programs, including Voluntary Protection Programs. OSHA’s State Plans are responsible for workplace safety and health for over 40 percent of U.S. workers. Twenty-two State Plans cover both private- and public-sector employees and seven cover public-sector employees only. Section 23(g) of the OSH Act authorizes the agency to award matching grants of up to 50 percent of the total operational costs to those states that meet the OSH Act’s criteria for establishing and implementing programs for standards and enforcement that are “at least as effective” as Federal OSHA’s program.

State Plans provide extensive training programs for workers and small businesses throughout the states. Private-sector consultation is provided through all the State Plans, either through participation in the separately funded Consultation program, authorized under Section 21(d) of the OSH Act or, as in two states (Kentucky and Washington), directly under their State Plan 23(g) grant.

OSHA works with the State Plans to ensure safety and health policies of the State Plans are “at least as effective” as Federal OSHA’s policies. OSHA also ensures the State Plans use resources efficiently, Federal and State initiatives are consistent, and State Plans maintain strong consultation and compliance assistance programs. To increase consistency in program operations, OSHA encourages State Plans to participate in the development of national worker protection policy. In furtherance of the collaborative and cooperative dialogue, OSHA meets with all the State Plans three times a year and meets with the State Plan Board an additional three times, to discuss policy issues and unique State Plan approaches to protecting workers. Additionally, OSHA communicates with each State Plan individually throughout the year in quarterly meetings to discuss overall program performance under the agreed-upon State Activity Mandated Measure (SAMM).

For each State Plan, OSHA issues a Comprehensive Federal Annual Monitoring Evaluation (FAME) Report every other year, with a follow-up FAME report in the off years. These monitoring efforts help OSHA ensure that State Plans are given the flexibility to address state-specific hazards and industries in unique ways, but that their policies and procedures remain “at least as effective” as Federal OSHA.

STATE PROGRAMS

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2021	\$110,075	0
2022	\$113,000	0
2023	\$120,000	0
2024	\$120,000	0
2025	\$116,673	0

FY 2026

In FY 2026, OSHA is requesting \$115,200,000 for State Plans, which is a \$1,473,000 decrease from the FY 2025 Enacted Level.

State Plans are expected to perform 35,663 inspections, 2,171 public-sector consultation visits, and 1,463 whistleblower investigations in FY 2026.

FY 2025

Discretionary amounts shown for FY 2025 reflect the FY 2025 full-year Continuing Resolution amounts (P.L. 119-4).

DOL agencies will utilize funding provided through the full-year continuing resolution to realign agency operations with Administration priorities including, but not limited to, executing Executive Order 14158 titled *Establishing and Implementing the President's "Department of Government Efficiency"* (January 20, 2025); Executive Order 14210 titled *Implementing the President's "Department of Government Efficiency" Workforce Optimization Initiative* (February 11, 2025); Executive Order 14219 titled *Ensuring Lawful Governance and Implementing the President's "Department of Government Efficiency" Deregulatory Initiative* (February 19, 2025); Executive Order 14151 titled *Ending Radical And Wasteful Government DEI Programs And Preferencing* (January 20, 2025); and Executive Order 14278 titled *Preparing Americans for High-Paying Skilled Trade Jobs of the Future* (April 23, 2025). To the extent any of these Executive Orders are subject to an injunction, DOL will conduct any realignment activities consistent with such injunction(s).

STATE PROGRAMS

Workload Summary

OSHA State Plan partners carry out standards development, enforcement, whistleblower, and outreach for over 40 percent of the country, so it is imperative that OSHA State Plans have sufficient funding to continue their operations in protecting the health and safety of American workers.

State Plans play a key role in National Emphasis Programs (NEPs) such as heat, falls and warehousing. In addition, many State Plans have adopted their own initiatives, including efforts to address indoor and outdoor heat, oil and gas industry drilling, infectious diseases, and wildfire smoke.

In FY 2026, State Plans are projected to complete a total of 35,663 inspections with 25,677 in safety and 9,986 in health. In addition, State Plans are also projected to perform 2,171 public-sector consultation visits and 1,463 whistleblower investigations.

In FY 2025, State Plans are projected to complete 37,939 inspections, 2,310 public-sector consultation visits, and 1,556 whistleblower investigations.

STATE PROGRAMS

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
41.0	Grants, subsidies, and contributions	120,000	116,673	115,200	-1,473
	Total	120,000	116,673	115,200	-1,473

STATE PROGRAMS

CHANGES IN FY 2026

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments \$0

Grants, subsidies, and contributions 0

State Administration Workload 0

Built-Ins Subtotal \$0

Net Program -\$1,473

Direct FTE 0

	Estimate	FTE
Base	\$116,673	0
Program Increase	\$0	0
Program Decrease	-\$1,473	0

TECHNICAL SUPPORT

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2024 Enacted⁶	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
Activity Appropriation	26,000	26,000	23,500	-2,500
FTE	87	90	74	-16

⁶ FY 2024 reflects actual FTE. Authorized FTE for FY 2024 was 97.

Introduction

Technical Support is a critical component of the agency’s enforcement and compliance assistance efforts, including identifying, sampling, and analyzing hazardous substances, investigating workplace hazards, developing control strategies, and producing technical publications and products. OSHA’s Technical Support activity provides necessary resources and tools to support compliance officers in safely and effectively recognizing, evaluating, and controlling workplace hazards, and supports other groups with materials to effectively identify and control workplace hazards. These activities also support other OSHA activities including outreach, cooperative programs, and emergency response and management.

Major functions include:

- Technical expertise and advice with respect to general industry, maritime, and construction issues.
- Specialized health, safety, engineering, and occupational medical advice and onsite support to investigate and determine causes of major catastrophes, fatalities, illnesses, and injuries at worksites.
- Technical support and response to natural and man-made disasters, fatality and accident investigations, and other emergencies.
- Interagency coordination of emergency management, preparedness, and response/recovery.
- Supporting health and safety of OSHA’s staff and operations by managing internal safety, health, and medical fitness for duty programs.
- Technical expertise to support outreach services and compliance assistance products to employers, workers, other government agencies, and non-governmental organizations.
- Calibration and maintenance of field-technical equipment and management of expendable supplies.
- Chemical analysis of field samples, root cause investigations, and sampling and analytical methods development.

TECHNICAL SUPPORT

- Managing OSHA’s docket system in support of the Regulatory Agenda for standards and guidance development.
- Evaluating and approving variances for alternative compliance approaches that are equally as effective as OSHA’s safety and health standards.
- Evaluating and recognizing independent third-party organizations that are qualified to approve (i.e., test and certify) the inherent safety of equipment used in the workplace.
- Develop, maintain, and disseminate technical resources, occupational safety and health guidance documents, chemical sampling methods, and other technical information via the web.
- Scientific analysis of workplace hazards using exposure assessment tools, medical investigations, data analytics, and injury and illness surveillance.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2021	\$24,469	92
2022	\$25,675	97
2023	\$26,000	97
2024	\$26,000	97
2025	\$26,000	90

FY 2026

OSHA is requesting \$23,500,000 and 74 FTE for Technical Support in FY 2026, which is a decrease of \$2,500,000 and 16 FTE from the FY 2025 Enacted Level.

In FY 2026, OSHA will continue to provide expert technical assistance supporting the agency’s mission and other essential functions in service to employees and employers. The agency will provide technical information and support resources, including on-site support, to OSHA’s regional, area, and national offices harnessing specific skills that are needed to develop innovative approaches to investigate a number of hazards (e.g., chemical process equipment, maritime and electrical engineering failures, and ergonomics). OSHA will provide technical support for enforcement and compliance assistance efforts with comprehensive exposure assessment tools that identify exposure concentration extremes across a variety of workplaces and industries. These tools are useful for emergency response scenarios and for identifying and documenting comprehensive chemical hazard measurements. OSHA will maintain its internal safety and health management program to address hazards encountered by OSHA staff.

In FY 2026, OSHA will build upon the successful realignment of the OSHA Technical Center (OTC). The OTC will continue to enhance technical support to the field through a modernized Laboratory Information Management System (LIMS). Modernization efforts include providing clear, easily accessible guidance to compliance officers regarding correct sampling media and procedures, rapid access to sampling media through a unified media ordering process, and a

TECHNICAL SUPPORT

customer service line staffed during business hours for technical assistance. The OTC-based Health Response Team (HRT) will continue to provide expert assistance to enforcement and compliance assistance staff and will provide support to other federal and state agencies on various chemical, physical, and biological hazards. OTC will also continue to support critical worksite inspections by managing technical equipment procurement, equipment loans, and supply ordering – to include emergency response supply cache management and distribution.

In FY 2026, OSHA will also continue to implement other technical support programs in support of the agency’s mission that are essential to employees and employers. These programs include the OSHA Medical Examination Program (OMEP) for medical surveillance of covered agency field staff, the Nationally Recognized Testing Laboratory (NRTL) Program which recognizes private sector organizations to perform certification for certain products to ensure that they meet the requirements of both the construction and general industry OSHA electrical standards, the Variance Program to provide instruction for OSHA staff regarding employers’ use of an alternative work practice as an alternative means of compliance with an OSHA safety or health standard, and administration of the Federal Docket Management System in support of the Regulatory Agenda for standards and guidance development.

FY 2025

Discretionary amounts shown for FY 2025 reflect the FY 2025 full-year Continuing Resolution amounts (P.L. 119-4).

DOL agencies will utilize funding provided through the full-year continuing resolution to realign agency operations with Administration priorities including, but not limited to, executing Executive Order 14158 titled *Establishing and Implementing the President’s “Department of Government Efficiency”* (January 20, 2025); Executive Order 14210 titled *Implementing the President’s “Department of Government Efficiency” Workforce Optimization Initiative* (February 11, 2025); Executive Order 14219 titled *Ensuring Lawful Governance and Implementing the President’s “Department of Government Efficiency” Deregulatory Initiative* (February 19, 2025); Executive Order 14151 titled *Ending Radical And Wasteful Government DEI Programs And Preferencing* (January 20, 2025); and Executive Order 14278 titled *Preparing Americans for High-Paying Skilled Trade Jobs of the Future* (April 23, 2025). To the extent any of these Executive Orders are subject to an injunction, DOL will conduct any realignment activities consistent with such injunction(s).

TECHNICAL SUPPORT

Workload Summary

In FY 2026, OSHA will continue to develop printed and electronic technical products to help employers address a variety of physical, chemical, biological, and radiological hazards. OSHA will provide expert support for enforcement, outreach, and compliance assistance operations. The requested funding will support analysis for up to 12,000 samples and services for up to 8,000 pieces of equipment. It will also enable OSHA to conduct training for OSHA personnel involved in emergency preparedness and response activities and for increased coordination in protecting workers during emergency operations.

In FY 2025, OSHA expects to support analysis for up to 13,100 samples and services for up to 11,000 pieces of equipment.

In FY 2025, OSHA will finalize the realignment of the Cincinnati Technical Center (CTC) and the Salt Lake Technical Center (SLTC) into one enhanced OSHA Technical Center (OTC) in Sandy, Utah, which centralizes technical center operations, improves operational efficiencies, and provides significant cost savings. These efficiencies will help the agency continue to analyze chemical samples and service equipment necessary for mission-critical operations in a more efficient, streamlined manner.

TECHNICAL SUPPORT

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
11.1	Full-time permanent	10,383	10,007	9,017	-990
11.3	Other than full-time permanent	0	0	0	0
11.5	Other personnel compensation	325	505	505	0
11.9	Total personnel compensation	10,708	10,512	9,522	-990
12.1	Civilian personnel benefits	4,103	3,984	3,622	-362
12.2	Military Personnel Benefits	0	0	0	0
13.0	Benefits for former personnel	800	220	220	0
21.0	Travel and transportation of persons	676	393	393	0
22.0	Transportation of things	0	0	0	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	1,700	2,476	2,476	0
23.3	Communications, utilities, and miscellaneous charges	312	224	224	0
24.0	Printing and reproduction	0	0	0	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	3,163	565	565	0
25.3	Other goods and services from Federal sources 1/	2,747	7,008	5,860	-1,148
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	74	74	74	0
26.0	Supplies and materials	781	235	235	0
31.0	Equipment	936	309	309	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	0	0	0	0
	Total	26,000	26,000	23,500	-2,500
1/Other goods and services from Federal sources					
	Working Capital Fund	1,037	5,993	4,845	-1,148
	DHS Services	86	106	106	0
	Services by Other Government Departments	1,624	909	909	0

TECHNICAL SUPPORT

CHANGES IN FY 2026

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Employee health benefits	0
Federal Employees' Compensation Act (FECA)	0
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	0
Other Federal sources (Census Bureau)	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$0**

Net Program **-\$2,500**

Direct FTE **-16**

	Estimate	FTE
Base	\$26,000	90
Program Increase	\$0	0
Program Decrease	-\$2,500	-16

COMPLIANCE ASSISTANCE - FEDERAL

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2024 Enacted⁷	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
Activity Appropriation	78,262	79,973	78,262	-1,711
FTE	183	183	183	0

⁷ FY 2024 reflects actual FTE. Authorized FTE for FY 2024 was 222.

Introduction

Federal Compliance Assistance supports agency programs that fulfill OSHA’s statutory mandate under Section 21(c) of the Occupational Safety and Health Act (OSH Act) through the delivery of targeted outreach and assistance to employers and their employees, including small businesses; the promotion of cooperative relationships with, and recognition of, employers and organizations seeking to go above and beyond compliance with OSHA’s standards; and the establishment and supervision of educational and training programs for employers and employees in the recognition, avoidance, and prevention of unsafe or unhealthy working conditions in establishments covered under the OSH Act. Through these programs, OSHA provides comprehensive information, publications, training, and related resources to support employers in achieving compliance with the OSH Act, fostering safer and healthier workplace environments, and ensuring that employees are fully informed of their rights under the law. OSHA is committed to providing outreach to the nation’s workforce.

OSHA recognizes that most employers are committed to worker protection, and the agency is committed to providing those employers, including small businesses, with technical assistance, compliance assistance, educational materials, and training necessary to support them. Companies that comply with OSHA requirements and implement safety and health programs experience not only improved safety and health outcomes, but also increased productivity, enhanced operational performance, reduced costs (e.g., in workers’ compensation premiums), and a better bottom line. Through outreach campaigns and initiatives, such as the Safe + Sound Campaign, the Heat Illness Prevention Campaign, and the Fall Prevention Campaign, OSHA spotlights best practices for managing workplace hazards and developing, implementing, and improving workplace safety and health programs. Through cooperative programs, OSHA builds voluntary collaborative relationships with stakeholders committed to improving workplace safety and health, and recognizes employers that have achieved safety and health excellence.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2021	\$75,231	208
2022	\$77,262	218
2023	\$78,262	222

COMPLIANCE ASSISTANCE - FEDERAL

2024	\$78,262	222
2025	\$79,973	183

FY 2026

In FY 2026, OSHA is requesting \$78,262,000 and 183 FTE, which is a decrease of \$1,711,000 from the FY 2025 Enacted Level. With these resources, the agency will provide compliance assistance, outreach, and training to employers and workers across the country. OSHA will also endeavor to build new and strengthen existing stakeholder relationships with strategically aligned organizations, including through its cooperative programs— the Alliance Program, OSHA Strategic Partnership Program, the Voluntary Protection Programs (VPP), and the OSHA Challenge.

OSHA will continue to prioritize outreach to high-hazard and essential industries, including construction, manufacturing, grain handling, healthcare, oil and gas, warehousing, and others employing large numbers of temporary workers. The agency will continue to sponsor the annual Stand Up for Grain Safety Week event and prioritize outreach on the construction “Focus Four” hazards, including via the ongoing Fall Prevention Campaign and annual National Safety Stand-Down to Prevent Falls in Construction. The agency will also continue outreach to youth workers to ensure they enter the workforce with fundamental competencies regarding workplace hazard identification and protections.

OSHA will also endeavor to empower employers, including small businesses, that go beyond the minimum requirements of compliance with OSHA standards by implementing robust workplace safety and health programs with tools and resources. The agency will continue to promote workplace safety and health programs (e.g., through the Safe + Sound Campaign and annual Safe + Sound Week event), and to promote awareness of emerging and evolving workplace hazards and solutions.

In FY 2026, the agency will implement recognition program enhancements that result from updated policy documents enacted in FY 2025. OSHA will reach out to employers and workers that need assistance to create and develop safety and health management systems and to encourage their participation in the agency’s cooperative recognition programs so they can be mentored to improve safety and health within their organizations. With the creation of new means to help worksites improve their safety and health management programs, OSHA will reach out to employers who are already participants in VPP to increase their awareness of these new opportunities and to support their achievements at these new higher recognition levels.

In FY 2026, OSHA will improve the resources available to support the growing interest from stakeholders in VPP and other cooperative recognition programs. The agency plans to increase both the number of outreach and compliance assistance activities, and the number of participants in signature cooperative programs (e.g. Strategic Partnership Program, Alliance Program, and VPP). Furthermore, OSHA’s enhanced focus in this area will broaden the reach, assistance, and support available to small businesses and other employers working to comply with OSHA requirements and protect their workers. OSHA will also increase the number and variety of trade associations, labor organizations, and employers it engages with directly through its cooperative

COMPLIANCE ASSISTANCE - FEDERAL

programs, facilitating joint outreach initiatives and activities that are more targeted and better meet the needs of member employers and their workers.

OSHA will better meet these needs in part by carrying out customer research, feedback collection, and service design activities in support of the VPP and safety and health management systems. As part of Customer Experience (CX) planning, OSHA anticipates hosting focus groups to solicit feedback on the implementation of changes resulting from its modernization efforts. OSHA will also promote safety and health management systems more broadly as part of the Agency's CX activities and will use CX as a supporting activity to ensure that the modernization efforts are effective, efficient, and meet the needs of businesses seeking to improve their safety and health management systems.

In addition, in FY 2026, OSHA will develop preliminary training for the agency's new Special Government Employees (SGE), who will provide support for and mentor employers committed to improving their safety and health management systems through participation in OSHA's cooperative programs. OSHA will also be able to develop outcome measures for modernization efforts and participant satisfaction, so that the agency can improve its understanding of what drives employer and cooperative program engagement.

In FY 2026, the OSHA Training Institute (OTI) will continue to provide introductory, technical, and advanced occupational safety and health courses and seminars to develop compliance officers. OTI will focus on updating and developing new training courses to meet the ever-changing work environment for compliance officers and whistleblower investigators. Training will address hazards in high-risk industries, such as fall protection, process safety management, combustible dust, oil and gas hazards, machine guarding, and confined spaces. Whistleblower investigator training will focus on new laws and enforcement procedures.

OSHA will support the OTI Education Centers by providing curriculum materials to support the agency's and the Department's goals. OSHA's Outreach Training Program will continue to provide hazard awareness and control training for the nation's workforce. Course fees and tuition fund these two programs; only program oversight is funded through the federal budget.

FY 2025

Discretionary amounts shown for FY 2025 reflect the FY 2025 full-year Continuing Resolution amounts (P.L. 119-4).

DOL agencies will utilize funding provided through the full-year continuing resolution to realign agency operations with Administration priorities including, but not limited to, executing Executive Order 14158 titled *Establishing and Implementing the President's "Department of Government Efficiency"* (January 20, 2025); Executive Order 14210 titled *Implementing the President's "Department of Government Efficiency" Workforce Optimization Initiative* (February 11, 2025); Executive Order 14219 titled *Ensuring Lawful Governance and Implementing the President's "Department of Government Efficiency" Deregulatory Initiative* (February 19, 2025); Executive Order 14151 titled *Ending Radical And Wasteful Government DEI Programs And Preferencing* (January 20, 2025); and Executive Order 14278 titled

COMPLIANCE ASSISTANCE - FEDERAL

Preparing Americans for High-Paying Skilled Trade Jobs of the Future (April 23, 2025). To the extent any of these Executive Orders are subject to an injunction, DOL will conduct any realignment activities consistent with such injunction(s).

COMPLIANCE ASSISTANCE - FEDERAL

Workload Summary

The FY 2026 funding level will allow OSHA to continue strategic outreach initiatives, compliance assistance, and cooperative programs implementation in FY 2026. OSHA will continue to review, select, and report on key metrics captured in the OSHA Information System (OIS) Compliance Assistance Module to both showcase the impact of the agency's existing outreach and identify opportunities for enhanced engagement through relationship building and cooperative programs. The agency plans to sign 20 new alliances and 20 strategic partnerships in FY 2026.

In FY 2026, OSHA will continue to provide training and education to over 1.22 million workers through OTI, the Outreach Training Program, and the OTI Education Center Program. The OTI will provide new and senior compliance officers with training and expertise to conduct workplace inspections to protect the nation's workforce. The Outreach Training Program and the OTI Education Center Program will continue to provide at-risk workers in high-hazard industries information and training on injury and illness prevention and protection from workplace hazards. OSHA's compliance assistance and cooperative programs, such as the Alliance Program, are also expected to provide training for 160,000 employers, employees, and their representatives in FY 2026.

In FY 2025, OSHA will continue efforts to modernize VPP and other recognition programs and to streamline processes that will lead to improved customer service to its stakeholders. Using information learned from prior listening sessions and stakeholder meetings, the agency will address specific areas of improvement to streamline the process of approving new VPP sites and reapproving existing VPP sites in a timely manner. Building upon these capabilities will enable OSHA to enhance this program by improving customer service, thereby allowing more employers to be recognized for implementing effective safety and health management systems. The agency projects 200 VPP reapprovals and 20 new VPP approvals for FY 2025.

In FY 2025, OSHA expects to educate more than 1.22 million people through OTI Education Center programs. OTI will continue to provide introductory, technical, and advanced occupational safety and health courses and seminars to develop compliance officers, certified safety and health officials, and whistleblower investigators during the fiscal year. OTI will update existing courses to meet emerging developments and enforcement initiatives impacting compliance officers and whistleblower investigators. OTI will also prioritize course offerings to meet the training needs of OSHA's field staff.

COMPLIANCE ASSISTANCE - FEDERAL

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
11.1	Full-time permanent	26,764	25,282	24,082	-1,200
11.3	Other than full-time permanent	67	67	67	0
11.5	Other personnel compensation	470	730	730	0
11.9	Total personnel compensation	27,301	26,079	24,879	-1,200
12.1	Civilian personnel benefits	10,716	10,280	9,769	-511
13.0	Benefits for former personnel	38	11	11	0
21.0	Travel and transportation of persons	1,131	656	656	0
22.0	Transportation of things	2	2	2	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	10,834	16,132	16,132	0
23.3	Communications, utilities, and miscellaneous charges	313	224	224	0
24.0	Printing and reproduction	22	117	117	0
25.1	Advisory and assistance services	22	19	19	0
25.2	Other services from non-Federal sources	3,435	3,681	3,681	0
25.3	Other goods and services from Federal sources 1/	23,653	22,450	22,450	0
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	58	58	58	0
26.0	Supplies and materials	501	151	151	0
31.0	Equipment	214	71	71	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	22	42	42	0
	Total	78,262	79,973	78,262	-1,711
1/Other goods and services from Federal sources					
	Working Capital Fund	17,591	17,482	17,482	0
	DHS Services	792	981	981	0
	Services by Other Government Departments	5,270	3,987	3,987	0

COMPLIANCE ASSISTANCE - FEDERAL

CHANGES IN FY 2026

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Employee health benefits	0
Federal Employees' Compensation Act (FECA)	0
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	0
Other Federal sources (Census Bureau)	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$0**

Net Program **-\$1,711**

Direct FTE **0**

	Estimate	FTE
Base	\$79,973	183
Program Increase	\$0	0
Program Decrease	-\$1,711	0

COMPLIANCE ASSISTANCE – STATE CONSULTATION

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
Activity Appropriation	63,160	61,276	60,476	-800
FTE	0	0	0	0

Introduction

OSHA’s On-Site Consultation Program provides no-cost, confidential occupational safety and health assistance to small- and medium-sized employers. Consultants from state agencies or universities work with employers to identify and correct safety and health hazards, implement and improve safety and health programs, and provide advice for compliance with OSHA standards. On-Site Consultation, which is offered in all states, the District of Columbia, and several territories, gives priority to employers in high-risk industries, and works directly with employers to improve workplace safety and health in their small businesses. OSHA distributes funding to Consultation programs as authorized by Section 21(d) of the OSH Act. The program is separate from, and independent of, OSHA enforcement programs.

By strategically conducting consultation visits and outreach efforts in high-risk industries, OSHA can leverage resources and efforts to have the greatest effect on overall compliance. With more employers in compliance, more workers are protected as indicated by declining workplace injuries, illness, and fatalities, and costs associated with lost productivity and workers’ compensation claims. The On-Site Consultation Program supports America’s long-term competitiveness by offering small businesses key services that will protect workers, reduce expenses, and position small businesses to take advantage of new opportunities and markets.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2021	\$61,500	0
2022	\$63,160	0
2023	\$63,160	0
2024	\$63,160	0
2025	\$61,276	0

FY 2026

In FY 2026, OSHA is requesting \$60,476,000 and 0 FTE for On-Site Consultation programs, which is a decrease of \$800,000 from the FY 2025 Enacted Level.

In FY 2026, OSHA estimates that On-Site Consultation programs will conduct 19,869 visits,

COMPLIANCE ASSISTANCE – STATE CONSULTATION

with priority to small businesses in high-hazard industries. On-Site Consultation programs will continue to recognize small businesses with exemplary safety and health programs in the Safety and Health Achievement Recognition Program (SHARP). OSHA estimates that there will be 947 businesses in SHARP in FY 2026. OSHA will evaluate the National Construction SHARP Pilot Program (NCSP) to help determine whether to offer SHARP status to establishments in the construction industry.

OSHA will continue the Form 33 Revision Project. The On-Site Consultation Program adopted [OSHA’s 1989 Safety and Health Program Management Guidelines](#) to develop the current Safety and Health Program Assessment Worksheet, OSHA Form 33. OSHA Form 33 is used by consultants (from On-Site Consultation programs nationwide) to assess the safety and health programs of small- and medium-sized workplaces, at no cost to employers. In October 2016, OSHA replaced the 1989 Safety and Health Program Management Guidelines with the Recommended Practices for Safety and Health Programs (RP for SHPs). Subsequently, OSHA undertook the Form 33 Revision Project to align OSHA Form 33 and its Attributes Reference Guide (ARG) with the RP for SHPs, as well as to incorporate additional improvement measures.

FY 2025

Discretionary amounts shown for FY 2025 reflect the FY 2025 full-year Continuing Resolution amounts (P.L. 119-4).

DOL agencies will utilize funding provided through the full-year continuing resolution to realign agency operations with Administration priorities including, but not limited to, executing Executive Order 14158 titled *Establishing and Implementing the President’s “Department of Government Efficiency”* (January 20, 2025); Executive Order 14210 titled *Implementing the President’s “Department of Government Efficiency” Workforce Optimization Initiative* (February 11, 2025); Executive Order 14219 titled *Ensuring Lawful Governance and Implementing the President’s “Department of Government Efficiency” Deregulatory Initiative* (February 19, 2025); Executive Order 14151 titled *Ending Radical And Wasteful Government DEI Programs And Preferencing* (January 20, 2025); and Executive Order 14278 titled *Preparing Americans for High-Paying Skilled Trade Jobs of the Future* (April 23, 2025). To the extent any of these Executive Orders are subject to an injunction, DOL will conduct any realignment activities consistent with such injunction(s).

COMPLIANCE ASSISTANCE – STATE CONSULTATION

Workload Summary

OSHA projects that On-Site Consultation programs will conduct 21,264 visits in FY 2025. In FY 2026, OSHA estimates that On-Site Consultation programs will conduct 19,869 visits, including 17,286 initial visits, 1,192 training and assistance visits, and 1,391 follow-up visits.

The On-Site Consultation programs will continue to recognize small businesses with exemplary safety and health programs in SHARP in FY 2026. OSHA estimates that there will be 947 businesses in SHARP in FY 2026.

Over the past few years, OSHA has worked with the Department of Labor's Chief Evaluation Office (CEO) to evaluate the National Construction SHARP Pilot (NCSP) and assisted On-Site Consultation programs with developing implementation plans to participate in the pilot. In FY 2026, OSHA will continue to work with CEO on the NCSP evaluation to help determine whether to offer SHARP status to establishments in the construction industry.

COMPLIANCE ASSISTANCE – STATE CONSULTATION

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
41.0	Grants, subsidies, and contributions	63,160	61,276	60,476	-800
	Total	63,160	61,276	60,476	-800

COMPLIANCE ASSISTANCE – STATE CONSULTATION

CHANGES IN FY 2026

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
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Grants, subsidies, and contributions	0
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Built-Ins Subtotal	\$0
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Net Program	-\$800
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Direct FTE	0
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	Estimate	FTE
Base	\$61,276	0
Program Increase	\$0	0
Program Decrease	-\$800	0

COMPLIANCE ASSISTANCE – TRAINING GRANTS

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
Activity Appropriation	12,787	12,787	0	-12,787
FTE	0	0	0	0

Introduction

This budget activity supports the Susan Harwood Training Grant Program, which provides grant awards to non-profit organizations to provide direct and train-the-trainer training and education to workers regarding safety and health hazards in the workplace.

Through the agency’s compliance assistance and outreach activities, OSHA can reach a larger, broader audience, better leveraging valuable resources. The FY 2026 President’s Budget provides resources for OSHA’s multitude of compliance assistance and outreach activities, including free on-site safety and health consultations for small businesses; cooperative programs to help employers identify and address hazards; and assistance to help employers and workers improve the safety of their workplaces.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2021	\$11,787	0
2022	\$11,787	0
2023	\$12,787	0
2024	\$12,787	0
2025	\$12,787	0

COMPLIANCE ASSISTANCE – TRAINING GRANTS

FY 2026

The 2026 President’s Budget proposes to eliminate the Susan Harwood Training Grant Program, because the grants are wasteful and unnecessary given there is limited evidence of success and the agency has other compliance assistance programs and tools that are more effective than Harwood Grants. The agency is proposing to use alternative methods to develop and deliver training to reach the broadest possible audience.

OSHA has a variety of programs and tools available to provide training, outreach, and assistance to employers and employees. These include Alliances, Strategic Partnerships, On-site Consultation, and numerous targeted outreach events, such as the Fall Stand-Down on Construction, that provide information on workplace safety and health to the public. Additionally, many Alliance Program agreements contain a training element, and numerous training and information resources are available on OSHA’s website. For example, OSHA has more than 207 Safety and Health Topics pages available to the public on issues, such as lead and ventilation. In FY 2024, OSHA’s National and Regional/Area Office Alliances conducted 493 training activities reaching 53,749 people.

FY 2025

Discretionary amounts shown for FY 2025 reflect the FY 2025 full-year Continuing Resolution amounts (P.L. 119-4).

DOL agencies will utilize funding provided through the full-year continuing resolution to realign agency operations with Administration priorities including, but not limited to, executing Executive Order 14158 titled *Establishing and Implementing the President’s “Department of Government Efficiency”* (January 20, 2025); Executive Order 14210 titled *Implementing the President’s “Department of Government Efficiency” Workforce Optimization Initiative* (February 11, 2025); Executive Order 14219 titled *Ensuring Lawful Governance and Implementing the President’s “Department of Government Efficiency” Deregulatory Initiative* (February 19, 2025); Executive Order 14151 titled *Ending Radical And Wasteful Government DEI Programs And Preferencing* (January 20, 2025); and Executive Order 14278 titled *Preparing Americans for High-Paying Skilled Trade Jobs of the Future* (April 23, 2025). To the extent any of these Executive Orders are subject to an injunction, DOL will conduct any realignment activities consistent with such injunction(s).

COMPLIANCE ASSISTANCE – TRAINING GRANTS

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
41.0	Grants, subsidies, and contributions	12,787	12,787	0	-12,787
	Total	12,787	12,787	0	-12,787

COMPLIANCE ASSISTANCE – TRAINING GRANTS

CHANGES IN FY 2026

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
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Grants, subsidies, and contributions	0
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State Administration Workload	0
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Built-Ins Subtotal	\$0
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Net Program	-\$12,787
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Direct FTE	0
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	Estimate	FTE
Base	\$12,787	0
Program Increase	\$0	0
Program Decrease	-\$12,787	0

SAFETY AND HEALTH STATISTICS

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2024 Enacted⁸	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
Activity Appropriation	35,500	35,500	34,500	-1,000
FTE	15	32	16	-16

⁸ FY 2024 reflects actual FTE. Authorized FTE for FY 2024 was 34.

Introduction

OSHA’s Safety and Health Statistics activity supports its programs and stakeholders by providing information technology (IT) services, employer illness and injury data collection, and data analysis for the agency. The Department’s IT systems support the core functions of OSHA’s mission, allowing agency personnel to better maintain collaborative relationships with stakeholders, and provide current information to employers and employees that positively affects the safety and health of millions of workers each year. Improved IT systems support the agency’s mission through monitoring, analyzing, and improving various activities. The Department maintains the following major OSHA-specific IT systems, which contain significant datasets used for analytics:

- OSHA.gov – the website that provides information to the public and OSHA stakeholders.
- Public-facing applications – a set of applications that provide for data exchange between OSHA and the public. These include: the Injury Tracking Application (ITA) where covered establishments report injury and illness information on an annual basis, communication of severe work-related injury and illness reporting (SIR) data and analysis, communication of work-related fatality data, OSHA’s establishment search engine, and the online complaint forms.
- OSHA-internal applications – mission-critical systems that enable agency staff to perform day-to-day work to accomplish OSHA’s mission. This includes the OSHA Information System (OIS), which supports federal OSHA’s and OSHA’s State Plan and On-site Consultation partners’ enforcement, whistleblower, On-site Consultation, and compliance assistance activities, and collects approximately 100,000 records each year. This also includes the Voluntary Protection Programs Automated Data System (VADS) and other applications that support cooperative programs and outreach activities. Finally, other internal applications include: the State Plan Application; general industry and construction enforcement targeting; and the suite of software systems, applications, and databases that support OSHA’s laboratory and field-equipment servicing and repair systems.

This budget activity also supports the collection, maintenance, and analysis of inspection and statistical data that support all agency activities. This includes the implementation and collection of employers’ injury and illness data as required under 29 CFR Part 1904. OSHA

SAFETY AND HEALTH STATISTICS

uses the data collected to identify establishments with elevated rates and numbers of injuries and illnesses for both enforcement and outreach interventions.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2021	\$32,900	31
2022	\$34,500	34
2023	\$35,500	34
2024	\$35,500	34
2025	\$35,500	32

FY 2026

In FY 2026, OSHA is requesting \$34,500,000 and 16 FTE, which is a decrease of \$1,000,000 and 16 FTE from the FY 2025 Enacted Level.

OSHA will continue to administer the agency’s injury, illness, and fatality reporting requirements. These efforts include severe injury reporting and implementation of the Improve Tracking of Workplace Injuries and Illnesses final rule, which requires covered establishments to electronically submit information from the OSHA Form 300 (Log of Work-Related Injuries and Illnesses) and OSHA Form 301 (Injury and Illness Incident Report). OSHA will continue to support and maintain automated applications that generate targeting lists in both construction and general industry that meet the requirements of *Marshall v. Barlow's, Inc.*, 436 U.S. 307 (1978). These lists are also used by State Consultation Programs and by OSHA for compliance assistance and outreach efforts. The agency will continue to engage stakeholders to improve compliance with the Improve Tracking of Workplace Injuries and Illnesses final rule. OSHA will also continue to use artificial intelligence (AI) to process and review Injury Tracking Application (ITA) data, including the classification of cases according to incident characteristics and worker occupations, and the preparation of the data for public posting by removing certain personally identifiable information (PII), such as names and social security numbers.

OSHA plans to modernize the Voluntary Protection Programs (VPP) and Voluntary Application Data System (VADS) by integrating the outdated legacy system into the more updated OIS platform. This integration aims to streamline operations, enhance data collection capabilities, and optimize management of the VPP program while offering the public improved access and a user-friendly interface. Requirements gathering and system documentation will commence in FY 2026.

OSHA is poised to continue transforming its website into a modern digital experience aimed at enhancing user interaction and effectively presenting high-quality data. As part of this transformation, the agency will explore solutions to provide OSHA enforcement data online in a machine-readable, user-friendly format. These website updates will significantly improve public accessibility to OSHA information.

OSHA also completed a formal AI survey of ten key workstreams in FY 2025 that identified potential efficiencies through AI integration, allowing staff to focus on tasks requiring human

SAFETY AND HEALTH STATISTICS

intervention. This survey will guide AI integration initiatives in FY 2026.

In FY 2026, OSHA will transition from traditional infrastructure toward modern, cloud-native operations. This migration will enable OSHA to dramatically reduce infrastructure management overhead, increase application agility, and scale seamlessly in response to demand – all while improving security, resiliency, and cost efficiency. The agency will eliminate the need to manage servers directly, freeing up contracting teams to focus on delivering core business value rather than maintaining infrastructure. This will allow OSHA to automate deployments, monitor system health in real-time, and recover from failures faster. The result will be a more robust, flexible platform that empowers web developers to innovate faster, deploy more frequently, and serve customers more reliably. This move positions OSHA for long-term scalability and competitiveness in a cloud-first world.

The auto-disposition capability to enhance electronic casefile and data lifecycle management will be expanded in FY 2026 to include whistleblower and consultation records, automating current manual processes and ensuring compliance with record-keeping policies. The manual disposition and management of these records is a very time-consuming task. The automation of these processes will save the agency significant time.

In FY 2026, OSHA will also continue laboratory modernization efforts at the OSHA Technical Center (OTC). The center is now fully established, and staff run all sample and equipment service lines on the single, modernized laboratory information management system (LIMS). The LIMS and associated components will support daily operational tasks such as sample analyses, customer service call processing, fatality and severe injury field inspection support, equipment calibration, equipment maintenance, inventory management, billing, order processing, and web-based catalogs. This modernized LIMS will continue to reduce the risk of nonconformance with quality standards, strengthening the defensibility of OSHA citations. Additionally, it will enable comprehensive internal analytics on technical equipment and supply usage, providing valuable insights to enhance field readiness and operational efficiency.

FY 2025

Discretionary amounts shown for FY 2025 reflect the FY 2025 full-year Continuing Resolution amounts (P.L. 119-4).

DOL agencies will utilize funding provided through the full-year continuing resolution to realign agency operations with Administration priorities including, but not limited to, executing Executive Order 14158 titled *Establishing and Implementing the President's "Department of Government Efficiency"* (January 20, 2025); Executive Order 14210 titled *Implementing the President's "Department of Government Efficiency" Workforce Optimization Initiative* (February 11, 2025); Executive Order 14219 titled *Ensuring Lawful Governance and Implementing the President's "Department of Government Efficiency" Deregulatory Initiative* (February 19, 2025); Executive Order 14151 titled *Ending Radical And Wasteful Government DEI Programs And Preferencing* (January 20, 2025); and Executive Order 14278 titled *Preparing Americans for High-Paying Skilled Trade Jobs of the Future* (April 23, 2025). To the extent any of these Executive Orders are subject to an injunction, DOL will conduct any realignment activities consistent with such injunction(s).

SAFETY AND HEALTH STATISTICS

Workload Summary

OSHA projects 41.01 million website user sessions in FY 2025, and the agency anticipates a slight increase to 41.42 million website user sessions in FY 2026. OSHA also expects downloads to increase slightly from 4.34 million in FY 2025 to 4.39 million in FY 2026. The number of website page views is anticipated to grow from 114 million in FY 2025 to 115 million in FY 2026.

In FY 2026, OSHA will continue efforts to leverage injury and illness data to inform strategic and operational decisions. High-quality injury and illness data will serve as the gold standard when conducting and assessing the effectiveness of agency enforcement, compliance assistance, outreach, standards and guidance, and other efforts. Additional resources will support standardized collection, cleaning, coding, analysis, and communication of injury and illness data across OSHA's Injury Tracking Application (ITA), Severe Injury Reporting (SIR), and Serious Event Reporting (SER) fatality/catastrophe reporting.

In FY 2026, OSHA will also continue to implement the Improve Tracking of Workplace Injuries and Illnesses final rule. OSHA's cumulative collection of data will include annual Form 300A summary injury data from over 350,000 establishments and annual Forms 300 and 301 data for about 900,000 individual case reports from nearly 100,000 establishments. OSHA will develop and maintain methodology and applications to collect, process, and analyze this data. In particular, OSHA will improve the useability of collected data for both internal and external data users. The agency will continue to use AI to auto-assign standardized Occupational Injury and Illness Classification System (OIICS) codes to the data and begin exploring interactive data sharing processes and applications. These data, together with aggregate industry data from the Bureau of Labor Statistics, and establishment-characteristic data from outside vendors, will be used to identify employers for OSHA's programmed inspection and outreach interventions.

In FY 2025, OSHA launched the State Plan Application (SPA) and retired the associated legacy system, which was cumbersome and more vulnerable to cyber threats and other degradation. Built on a modern architecture using a Commercial Off-the-Shelf application, the SPA facilitates monitoring with real-time user notifications and robust communication. This modernized platform also helps the agency manage its contacts and track communications with State Plans. Additionally, the implementation of automatic severe event report (SER) data ingestion into the OIS platform marked a significant milestone in FY 2025. Before this improvement, the agency had to manually enter every SER that it received from its online public form. This process was extremely time-consuming and led to data entry errors. This innovation has significantly streamlined processes and enhanced accuracy and efficiency.

SAFETY AND HEALTH STATISTICS

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
11.1	Full-time permanent	4,847	4,775	3,785	-990
11.3	Other than full-time permanent	25	25	25	0
11.5	Other personnel compensation	76	119	119	0
11.9	Total personnel compensation	4,948	4,919	3,929	-990
12.1	Civilian personnel benefits	1,936	1,919	1,557	-362
13.0	Benefits for former personnel	0	0	0	0
21.0	Travel and transportation of persons	112	65	65	0
22.0	Transportation of things	0	0	0	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	0	0	0	0
23.3	Communications, utilities, and miscellaneous charges	42	30	30	0
24.0	Printing and reproduction	0	0	0	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	4,577	818	818	0
25.3	Other goods and services from Federal sources 1/	23,147	27,254	27,606	352
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	374	375	375	0
26.0	Supplies and materials	14	4	4	0
31.0	Equipment	350	116	116	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	0	0	0	0
	Total	35,500	35,500	34,500	-1,000
1/Other goods and services from Federal sources					
	Working Capital Fund	8,471	17,638	16,490	-1,148
	DHS Services	367	454	454	0
	Services by Other Government Departments	14,309	9,162	10,662	1,500

SAFETY AND HEALTH STATISTICS

CHANGES IN FY 2026

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Employee health benefits	0
Federal Employees' Compensation Act (FECA)	0
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	0
Other Federal sources (Census Bureau)	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$0**

Net Program **-\$1,000**

Direct FTE **-16**

	Estimate	FTE
Base	\$35,500	32
Program Increase	\$0	0
Program Decrease	-\$1,000	-16

EXECUTIVE DIRECTION

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2024 Enacted⁹	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
Activity Appropriation	10,100	10,100	10,100	0
FTE	38	28	28	0

⁹ FY 2024 reflects actual FTE. Authorized FTE for FY 2024 was 30.

Introduction

The Executive Direction activity provides overall leadership, direction, and support for agency operations, and develops strategic and agency management plans to carry out the goals and priorities of the Administration. This activity includes management and administrative coordination of policy, research, planning, evaluation, audit, budgeting, financial control, information technology, legislative liaison, Federal agency liaison, and performance management. Through this activity, OSHA national and regional leadership will support the Administration’s priorities by ensuring OSHA’s leadership position in the national worker safety and health dialogue and community. In addition, this activity supports the agency’s efforts to maintain agency staffing at a level that allows the agency to deliver services effectively and efficiently. Last, the agency will utilize the expertise of four advisory committees to develop policy and address emerging issues in occupational safety.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2021	\$10,050	28
2022	\$9,631	28
2023	\$10,100	30
2024	\$10,100	30
2025	\$10,100	28

FY 2026

In FY 2026, OSHA is requesting \$10,100,000 and 28 FTE, which is level funding with the FY 2025 Enacted Level.

To ensure safe and healthful working conditions for workers, OSHA will continue to confront and abate new hazards, through enforcement activities, including whistleblower protection, outreach, and compliance assistance. The agency will continue to address workplace safety and health in a continuously evolving workforce in terms of economics, technology, and geography.

Additionally, OSHA will focus on cross-training and succession planning to develop agency leadership that is ready to move forward with the agency’s strategic priorities. This will equip

EXECUTIVE DIRECTION

employees with the skills to perform tasks beyond their regular job duties, allowing for greater flexibility, improved efficiency, and enhanced employee engagement. The agency will develop and train leaders to identify workplace efficiencies and lead change while strategically implementing the Administration's vision for OSHA's mandated activities. OSHA will also continue to develop and train personnel at all levels, including CSHOs, Whistleblower Investigators, technical staff, and managers, on technical and emerging safety and health topics that will allow staff to meet these challenges and carry out the Administration's policies.

In FY 2026, OSHA will support four advisory committees: 1) National Advisory Committee on Occupational Safety and Health (NACOSH); 2) Maritime Advisory Committee for Occupational Safety and Health (MACOSH); 3) Advisory Committee on Construction Safety and Health (ACCSH) and 4) Federal Advisory Committee on Occupational Safety and Health (FACOSH). All of OSHA's advisory committees consist of a membership that has a balanced representation of workers and employers, and includes other qualified individuals, such as government officials, safety and health professionals, and members of the public. The committee members will advise agency leadership on existing and emerging worker protection issues affecting agency policies and programs.

FY 2025

Discretionary amounts shown for FY 2025 reflect the FY 2025 full-year Continuing Resolution amounts (P.L. 119-4).

DOL agencies will utilize funding provided through the full-year continuing resolution to realign agency operations with Administration priorities including, but not limited to, executing Executive Order 14158 titled *Establishing and Implementing the President's "Department of Government Efficiency"* (January 20, 2025); Executive Order 14210 titled *Implementing the President's "Department of Government Efficiency" Workforce Optimization Initiative* (February 11, 2025); Executive Order 14219 titled *Ensuring Lawful Governance and Implementing the President's "Department of Government Efficiency" Deregulatory Initiative* (February 19, 2025); Executive Order 14151 titled *Ending Radical And Wasteful Government DEI Programs And Preferencing* (January 20, 2025); and Executive Order 14278 titled *Preparing Americans for High-Paying Skilled Trade Jobs of the Future* (April 23, 2025). To the extent any of these Executive Orders are subject to an injunction, DOL will conduct any realignment activities consistent with such injunction(s).

EXECUTIVE DIRECTION

Workload Summary

One of OSHA's key goals is to continue to build a stronger, more efficient agency that will meet the demands of a changing workforce and the changing environments of workplaces. OSHA continues to confront new hazards, address workplace safety and health in a constantly evolving workforce in terms of economics, technology, and geography; and administer 25 whistleblower protections statutes.

OSHA will continue to carry out the agency's mission and goals. Additionally, the agency will work on releasing and rightsizing space in the regions and National Office to support the continuing evolution of our staff, the mobile OSHA inspector staff, and the reduction of overall space and rent costs. The agency will develop and implement a model Area Office plan for the agency and will use space ideas from GSA's Innovation Lab, which offers shared collaboration spaces, conference rooms, and office space.

OSHA's learning culture also ensures that employees at every level are positively engaged in their work and their development. The agency continues to develop and train leaders to identify workplace efficiencies and lead change while strategically implementing the Administration's vision for OSHA's mandated activities. The agency will provide cost effective leadership training to ensure that OSHA's staff has the necessary skills to support the Administration's priorities, but also build a pipeline of future leaders who have the desire to advance their careers in the agency.

In FY 2026, OSHA will support four advisory committees: NACOSH, MACOSH, ACCSH, and FACOSH. All of the advisory committees are expected to meet once during this fiscal year.

EXECUTIVE DIRECTION

CHANGES IN FY 2026

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Employee health benefits	0
Federal Employees' Compensation Act (FECA)	0
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	0
Other Federal sources (Census Bureau)	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$0**

Net Program **\$0**

Direct FTE **0**

	Estimate	FTE
Base	\$10,100	28
Program Increase	\$0	0
Program Decrease	\$0	0