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(Original Signature of Member)

114TH CONGRESS  
1ST SESSION

# H. R.

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To amend the Occupational Safety and Health Act of 1970 to expand coverage under the Act, to increase protections for whistleblowers, to increase penalties for high gravity violations, to adjust penalties for inflation, to provide rights for victims or their family members, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

Mr. COURTNEY (for himself, Ms. WILSON of Florida, Mr. TAKANO, Mr. GENE GREEN of Texas, and Mr. SCOTT of Virginia) introduced the following bill; which was referred to the Committee on

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# A BILL

To amend the Occupational Safety and Health Act of 1970 to expand coverage under the Act, to increase protections for whistleblowers, to increase penalties for high gravity violations, to adjust penalties for inflation, to provide rights for victims or their family members, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

1 **SECTION 1. SHORT TITLE; TABLE OF CONTENTS.**

2 (a) **SHORT TITLE.**—This Act may be cited as the  
3 “Protecting America’s Workers Act”.

4 (b) **TABLE OF CONTENTS.**—The table of contents for  
5 this Act is as follows:

Sec. 1. Short title; table of contents.

**TITLE I—COVERAGE OF PUBLIC EMPLOYEES, VOLUNTARY  
EMERGENCY RESPONDERS, AND APPLICATION OF ACT**

Sec. 101. Coverage of public employees.

Sec. 102. Application of Act.

**TITLE II—INCREASING WHISTLEBLOWER PROTECTIONS**

Sec. 201. Enhanced protections from retaliation.

**TITLE III—IMPROVING REPORTING, INSPECTION, AND  
ENFORCEMENT**

Sec. 301. General duty of employers.

Sec. 302. Posting of employee rights.

Sec. 303. Employer reporting of work-related injuries, illnesses, deaths and hos-  
pitalizations; prohibition on discouraging employee reporting.

Sec. 304. No loss of employee pay for inspections.

Sec. 305. Investigations of fatalities and significant incidents.

Sec. 306. Prohibition on unclassified citations.

Sec. 307. Victims’ rights.

Sec. 308. Right to contest citations and penalties.

Sec. 309. Correction of serious, willful, or repeated violations pending contest  
and procedures for a stay.

Sec. 310. Conforming amendments.

Sec. 311. Civil penalties.

Sec. 312. Criminal penalties.

Sec. 313. Prejudgment interest.

**TITLE IV—STATE PLANS**

Sec. 401. Concurrent enforcement authority and review of State occupational  
safety and health plans.

Sec. 402. Evaluation of Repeated Violations in State Plans.

**TITLE V—NATIONAL INSTITUTE FOR OCCUPATIONAL SAFETY  
AND HEALTH**

Sec. 501. Health Hazard Evaluations by the National Institute for Occupa-  
tional Safety and Health.

**TITLE VI—EFFECTIVE DATE**

Sec. 601. Effective date.

1 **TITLE I—COVERAGE OF PUBLIC**  
2 **EMPLOYEES, VOLUNTARY**  
3 **EMERGENCY RESPONDERS,**  
4 **AND APPLICATION OF ACT**

5 **SEC. 101. COVERAGE OF PUBLIC EMPLOYEES.**

6 (a) IN GENERAL.—Section 3(5) of the Occupational  
7 Safety and Health Act of 1970 (29 U.S.C. 652(5)) is  
8 amended by striking “but does not include” and all that  
9 follows through the period at the end and inserting “in-  
10 cluding the United States, a State, or a political subdivi-  
11 sion of a State.”.

12 (b) CONSTRUCTION.—Nothing in this Act shall be  
13 construed to affect the application of section 18 of the Oc-  
14 cupational Safety and Health Act of 1970 (29 U.S.C.  
15 667).

16 **SEC. 102. APPLICATION OF ACT.**

17 Section 4(b) of the Occupational Safety and Health  
18 Act of 1970 (29 U.S.C. 653(b)(1)) is amended—

19 (1) by redesignating paragraphs (2), (3), and  
20 (4) as paragraphs (5), (6), and (7), respectively; and

21 (2) by striking paragraph (1) and inserting the  
22 following:

23 “(1) If a Federal agency has promulgated and is en-  
24 forcing a standard or regulation affecting occupational  
25 safety or health of some or all of the employees within

1 that agency's regulatory jurisdiction, and the Secretary  
2 determines that such a standard or regulation as promul-  
3 gated and the manner in which the standard or regulation  
4 is being enforced provides protection to those employees  
5 that is at least as effective as the protection provided to  
6 those employees by this Act and the Secretary's enforce-  
7 ment of this Act, the Secretary may publish a certification  
8 notice in the Federal Register. The notice shall set forth  
9 that determination and the reasons for the determination  
10 and certify that the Secretary has ceded jurisdiction to  
11 that Federal agency with respect to the specified standard  
12 or regulation affecting occupational safety or health. In  
13 determining whether to cede jurisdiction to a Federal  
14 agency, the Secretary shall seek to avoid duplication of,  
15 and conflicts between, health and safety requirements.  
16 Such certification shall remain in effect unless and until  
17 rescinded by the Secretary.

18       “(2) The Secretary shall, by regulation, establish pro-  
19 cedures by which any person who may be adversely af-  
20 fected by a decision of the Secretary certifying that the  
21 Secretary has ceded jurisdiction to another Federal agency  
22 pursuant to paragraph (1) may petition the Secretary to  
23 rescind a certification notice under paragraph (1). Upon  
24 receipt of such a petition, the Secretary shall investigate  
25 the matter involved and shall, within 90 days after receipt

1 of the petition, publish a decision with respect to the peti-  
2 tion in the Federal Register.

3 “(3) Any person who may be adversely affected by—

4 “(A) a decision of the Secretary certifying that  
5 the Secretary has ceded jurisdiction to another Fed-  
6 eral agency pursuant to paragraph (1); or

7 “(B) a decision of the Secretary denying a peti-  
8 tion to rescind such a certification notice under  
9 paragraph (1),

10 may, not later than 60 days after such decision is pub-  
11 lished in the Federal Register, file a petition challenging  
12 such decision with the United States court of appeals for  
13 the circuit in which such person resides or such person  
14 has a principal place of business, for judicial review of  
15 such decision. A copy of the petition shall be forthwith  
16 transmitted by the clerk of the court to the Secretary. The  
17 Secretary’s decision shall be set aside if found to be arbi-  
18 trary, capricious, an abuse of discretion, or otherwise not  
19 in accordance with law.

20 “(4) Nothing in this Act shall apply to working condi-  
21 tions covered by the Federal Mine Safety and Health Act  
22 of 1977 (30 U.S.C. 801 et seq.).”

1                   **TITLE II—INCREASING**  
2                   **WHISTLEBLOWER PROTECTIONS**

3                   **SEC. 201. ENHANCED PROTECTIONS FROM RETALIATION.**

4                   (a) EMPLOYEE ACTIONS.—Section 11(c)(1) of the  
5 Occupational Safety and Health Act of 1970 (29 U.S.C.  
6 660(c)(1)) is amended—

7                   (1) by striking “discharge” and all that follows  
8 through “because such” and inserting the following:  
9 “discharge or cause to be discharged, or in any man-  
10 ner discriminate against or cause to be discriminated  
11 against, any employee because—

12                   “(A) such”;

13                   (2) by striking “this Act or has” and inserting  
14 the following: “this Act;

15                   “(B) such employee has”;

16                   (3) by striking “in any such proceeding or be-  
17 cause of the exercise” and inserting the following:  
18 “before Congress or in any Federal or State pro-  
19 ceeding related to safety or health;

20                   “(C) such employee has refused to violate any  
21 provision of this Act; or

22                   “(D) of the exercise”; and

23                   (4) by inserting before the period at the end the  
24 following: “, including the reporting of any injury,  
25 illness, or unsafe condition to the employer, agent of

1 the employer, safety and health committee involved,  
2 or employee safety and health representative in-  
3 volved”.

4 (b) PROHIBITION OF RETALIATION.—Section 11(c)  
5 of such Act (29 U.S.C. 660(c)) is amended by striking  
6 paragraph (2) and inserting the following:

7 “(2) PROHIBITION OF RETALIATION.—(A) No  
8 person shall discharge, or cause to be discharged, or  
9 in any manner discriminate against, or cause to be  
10 discriminated against, an employee for refusing to  
11 perform the employee’s duties if the employee has a  
12 reasonable apprehension that performing such duties  
13 would result in serious injury to, or serious impair-  
14 ment of the health of, the employee or other employ-  
15 ees.

16 “(B) For purposes of subparagraph (A), the  
17 circumstances causing the employee’s good-faith be-  
18 lief that performing such duties would pose a safety  
19 or health hazard shall be of such a nature that a  
20 reasonable person, under the circumstances con-  
21 fronting the employee, would conclude that there is  
22 such a hazard. In order to qualify for protection  
23 under this paragraph, the employee, when prac-  
24 ticable, shall have communicated or attempted to  
25 communicate the safety or health concern to the em-

1        ployer and have not received from the employer a re-  
2        sponse reasonably calculated to allay such concern.”.

3        (c) PROCEDURE.—Section 11(c) of such Act (29  
4 U.S.C. 660(c)) is amended by striking paragraph (3) and  
5 inserting the following:

6            “(3) COMPLAINT.—Any employee who believes  
7        that the employee has been discharged, disciplined,  
8        or otherwise discriminated against by any person in  
9        violation of paragraph (1) or (2) may seek relief for  
10       such violation by filing a complaint with the Sec-  
11       retary under paragraph (5).

12           “(4) STATUTE OF LIMITATIONS.—

13           “(A) IN GENERAL.—An employee may take  
14       the action permitted by paragraph (3)(A) not  
15       later than 180 days after the later of—

16           “(i) the date on which an alleged vio-  
17       lation of paragraph (1) or (2) occurs; or

18           “(ii) the date on which the employee  
19       knows or should reasonably have known  
20       that such alleged violation occurred.

21           “(B) REPEAT VIOLATION.—Except in  
22       cases when the employee has been discharged,  
23       a violation of paragraph (1) or (2) shall be con-  
24       sidered to have occurred on the last date an al-  
25       leged repeat violation occurred.

1 “(5) INVESTIGATION.—

2 “(A) IN GENERAL.—An employee may,  
3 within the time period required under para-  
4 graph (4)(B), file a complaint with the Sec-  
5 retary alleging a violation of paragraph (1) or  
6 (2). If the complaint alleges a prima facie case,  
7 the Secretary shall conduct an investigation of  
8 the allegations in the complaint, which—

9 “(i) shall include—

10 “(I) interviewing the complain-  
11 ant;

12 “(II) providing the respondent an  
13 opportunity to—

14 “(aa) submit to the Sec-  
15 retary a written response to the  
16 complaint; and

17 “(bb) meet with the Sec-  
18 retary to present statements from  
19 witnesses or provide evidence;  
20 and

21 “(III) providing the complainant  
22 an opportunity to—

23 “(aa) receive any statements  
24 or evidence provided to the Sec-  
25 retary;

1                   “(bb) meet with the Sec-  
2                   retary; and

3                   “(cc) rebut any statements  
4                   or evidence; and

5                   “(ii) may include issuing subpoenas  
6                   for the purposes of such investigation.

7                   “(B) DECISION.—Not later than 90 days  
8                   after the filing of the complaint, the Secretary  
9                   shall—

10                   “(i) determine whether reasonable  
11                   cause exists to believe that a violation of  
12                   paragraph (1) or (2) has occurred; and

13                   “(ii) issue a decision granting or de-  
14                   nying relief.

15                   “(6) PRELIMINARY ORDER FOLLOWING INVES-  
16                   TIGATION.—If, after completion of an investigation  
17                   under paragraph (5)(A), the Secretary finds reason-  
18                   able cause to believe that a violation of paragraph  
19                   (1) or (2) has occurred, the Secretary shall issue a  
20                   preliminary order providing relief authorized under  
21                   paragraph (14) at the same time the Secretary  
22                   issues a decision under paragraph (5)(B). If a de  
23                   novo hearing is not requested within the time period  
24                   required under paragraph (7)(A)(i), such prelimi-

1 nary order shall be deemed a final order of the Sec-  
2 retary and is not subject to judicial review.

3 “(7) HEARING.—

4 “(A) REQUEST FOR HEARING.—

5 “(i) IN GENERAL.—A de novo hearing  
6 on the record before an administrative law  
7 judge may be requested—

8 “(I) by the complainant or re-  
9 spondent within 30 days after receiv-  
10 ing notification of a decision granting  
11 or denying relief issued under para-  
12 graph (5)(B) or paragraph (6) respec-  
13 tively;

14 “(II) by the complainant within  
15 30 days after the date the complaint  
16 is dismissed without investigation by  
17 the Secretary under paragraph (5)(A);  
18 or

19 “(III) by the complainant within  
20 120 days after the date of filing the  
21 complaint, if the Secretary has not  
22 issued a decision under paragraph  
23 (5)(B).

24 “(ii) REINSTATEMENT ORDER.—The  
25 request for a hearing shall not operate to

1 stay any preliminary reinstatement order  
2 issued under paragraph (6).

3 “(B) PROCEDURES.—

4 “(i) IN GENERAL.—A hearing re-  
5 quested under this paragraph shall be con-  
6 ducted expeditiously and in accordance  
7 with rules established by the Secretary for  
8 hearings conducted by administrative law  
9 judges.

10 “(ii) SUBPOENAS; PRODUCTION OF  
11 EVIDENCE.—In conducting any such hear-  
12 ing, the administrative law judge may issue  
13 subpoenas. The respondent or complainant  
14 may request the issuance of subpoenas  
15 that require the deposition of, or the at-  
16 tendance and testimony of, witnesses and  
17 the production of any evidence (including  
18 any books, papers, documents, or record-  
19 ings) relating to the matter under consid-  
20 eration.

21 “(iii) DECISION.—The administrative  
22 law judge shall issue a decision not later  
23 than 90 days after the date on which a  
24 hearing was requested under this para-  
25 graph and promptly notify, in writing, the

1 parties and the Secretary of such decision,  
2 including the findings of fact and conclu-  
3 sions of law. If the administrative law  
4 judge finds that a violation of paragraph  
5 (1) or (2) has occurred, the judge shall  
6 issue an order for relief under paragraph  
7 (14). If review under paragraph (8) is not  
8 timely requested, such order shall be  
9 deemed a final order of the Secretary that  
10 is not subject to judicial review.

11 “(8) ADMINISTRATIVE APPEAL.—

12 “(A) IN GENERAL.—Not later than 30  
13 days after the date of notification of a decision  
14 and order issued by an administrative law judge  
15 under paragraph (7), the complainant or re-  
16 spondent may file, with objections, an adminis-  
17 trative appeal with an administrative review  
18 body designated by the Secretary (referred to in  
19 this paragraph as the ‘review board’).

20 “(B) STANDARD OF REVIEW.—In review-  
21 ing the decision and order of the administrative  
22 law judge, the review board shall affirm the de-  
23 cision and order if it is determined that the fac-  
24 tual findings set forth therein are supported by

1           substantial evidence and the decision and order  
2           are made in accordance with applicable law.

3           “(C) DECISIONS.—If the review board  
4           grants an administrative appeal, the review  
5           board shall issue a final decision and order af-  
6           firming or reversing, in whole or in part, the  
7           decision under review by not later than 90 days  
8           after receipt of the administrative appeal. If it  
9           is determined that a violation of paragraph (1)  
10          or (2) has occurred, the review board shall issue  
11          a final decision and order providing relief au-  
12          thorized under paragraph (14). Such decision  
13          and order shall constitute final agency action  
14          with respect to the matter appealed.

15          “(9) SETTLEMENT IN THE ADMINISTRATIVE  
16          PROCESS.—

17                 “(A) IN GENERAL.—At any time before  
18                 issuance of a final order, an investigation or  
19                 proceeding under this subsection may be termi-  
20                 nated on the basis of a settlement agreement  
21                 entered into by the parties.

22                 “(B) PUBLIC POLICY CONSIDERATIONS.—  
23                 Neither the Secretary, an administrative law  
24                 judge, nor the review board conducting a hear-  
25                 ing under this subsection shall accept a settle-

1           ment that contains conditions conflicting with  
2           the rights protected under this Act or that are  
3           contrary to public policy, including a restriction  
4           on a complainant’s right to future employment  
5           with employers other than the specific employ-  
6           ers named in a complaint.

7           “(10) INACTION BY THE REVIEW BOARD OR AD-  
8           MINISTRATIVE LAW JUDGE.—

9                   “(A) IN GENERAL.—The complainant may  
10           bring a de novo action described in subpara-  
11           graph (B) if—

12                           “(i) an administrative law judge has  
13                           not issued a decision and order within the  
14                           90-day time period required under para-  
15                           graph (7)(B)(iii); or

16                           “(ii) the review board has not issued  
17                           a decision and order within the 90-day  
18                           time period required under paragraph  
19                           (8)(C).

20                   “(B) DE NOVO ACTION.—Such de novo ac-  
21           tion may be brought at law or equity in the  
22           United States district court for the district  
23           where a violation of paragraph (1) or (2) alleg-  
24           edly occurred or where the complainant resided  
25           on the date of such alleged violation. The court

1 shall have jurisdiction over such action without  
2 regard to the amount in controversy and to  
3 order appropriate relief under paragraph (14).  
4 Such action shall, at the request of either party  
5 to such action, be tried by the court with a  
6 jury.

7 “(11) JUDICIAL REVIEW.—

8 “(A) TIMELY APPEAL TO THE COURT OF  
9 APPEALS.—Any party adversely affected or ag-  
10 grieved by a final decision and order issued  
11 under this subsection may obtain review of such  
12 decision and order in the United States Court  
13 of Appeals for the circuit where the violation,  
14 with respect to which such final decision and  
15 order was issued, allegedly occurred or where  
16 the complainant resided on the date of such al-  
17 leged violation. To obtain such review, a party  
18 shall file a petition for review not later than 60  
19 days after the final decision and order was  
20 issued. Such review shall conform to chapter 7  
21 of title 5, United States Code. The commence-  
22 ment of proceedings under this subparagraph  
23 shall not, unless ordered by the court, operate  
24 as a stay of the final decision and order.

1           “(B) LIMITATION ON COLLATERAL AT-  
2           TACK.—An order and decision with respect to  
3           which review may be obtained under subpara-  
4           graph (A) shall not be subject to judicial review  
5           in any criminal or other civil proceeding.

6           “(12) ENFORCEMENT OF ORDER.—If a re-  
7           spondent fails to comply with an order issued under  
8           this subsection, the Secretary or the complainant on  
9           whose behalf the order was issued may file a civil ac-  
10          tion for enforcement in the United States district  
11          court for the district in which the violation was  
12          found to occur to enforce such order. If both the  
13          Secretary and the complainant file such action, the  
14          action of the Secretary shall take precedence. The  
15          district court shall have jurisdiction to grant all ap-  
16          propriate relief described in paragraph (14).

17          “(13) BURDENS OF PROOF.—

18                 “(A) CRITERIA FOR DETERMINATION.—In  
19                 making a determination or adjudicating a com-  
20                 plaint pursuant to this subsection, the Sec-  
21                 retary, administrative law judge, review board,  
22                 or a court may determine that a violation of  
23                 paragraph (1) or (2) has occurred only if the  
24                 complainant demonstrates that any conduct de-  
25                 scribed in paragraph (1) or (2) with respect to

1 the complainant was a contributing factor in  
2 the adverse action alleged in the complaint.

3 “(B) PROHIBITION.—Notwithstanding sub-  
4 paragraph (A), a decision or order that is favor-  
5 able to the complainant shall not be issued in  
6 any administrative or judicial action pursuant  
7 to this subsection if the respondent dem-  
8 onstrates by clear and convincing evidence that  
9 the respondent would have taken the same ad-  
10 verse action in the absence of such conduct.

11 “(14) RELIEF.—

12 “(A) ORDER FOR RELIEF.—If the Sec-  
13 retary, administrative law judge, review board,  
14 or a court determines that a violation of para-  
15 graph (1) or (2) has occurred, the Secretary,  
16 administrative law judge, review board, or  
17 court, respectively, shall have jurisdiction to  
18 order all appropriate relief, including injunctive  
19 relief, compensatory and exemplary damages,  
20 including—

21 “(i) affirmative action to abate the  
22 violation;

23 “(ii) reinstatement without loss of po-  
24 sition or seniority, and restoration of the  
25 terms, rights, conditions, and privileges as-

1 sociated with the complainant’s employ-  
2 ment, including opportunities for pro-  
3 motions to positions with equivalent or bet-  
4 ter compensation for which the complain-  
5 ant is qualified;

6 “(iii) compensatory and consequential  
7 damages sufficient to make the complain-  
8 ant whole, (including back pay, prejudg-  
9 ment interest, and other damages); and

10 “(iv) expungement of all warnings,  
11 reprimands, or derogatory references that  
12 have been placed in paper or electronic  
13 records or databases of any type relating  
14 to the actions by the complainant that  
15 gave rise to the unfavorable personnel ac-  
16 tion, and, at the complainant’s direction,  
17 transmission of a copy of the decision on  
18 the complaint to any person whom the  
19 complainant reasonably believes may have  
20 received such unfavorable information.

21 “(B) ATTORNEYS’ FEES AND COSTS.—If  
22 the Secretary or an administrative law judge,  
23 review board, or court grants an order for relief  
24 under subparagraph (A), the Secretary, admin-  
25 istrative law judge, review board, or court, re-

1           spectively, shall assess, at the request of the  
2           employee against the employer—

3                   “(i) reasonable attorneys’ fees; and

4                   “(ii) costs (including expert witness  
5                   fees) reasonably incurred, as determined  
6                   by the Secretary, administrative law judge,  
7                   review board, or court, respectively, in con-  
8                   nection with bringing the complaint upon  
9                   which the order was issued.

10           “(15) PROCEDURAL RIGHTS.—The rights and  
11           remedies provided for in this subsection may not be  
12           waived by any agreement, policy, form, or condition  
13           of employment, including by any pre-dispute arbitra-  
14           tion agreement or collective bargaining agreement.

15           “(16) SAVINGS.—Nothing in this subsection  
16           shall be construed to diminish the rights, privileges,  
17           or remedies of any employee who exercises rights  
18           under any Federal or State law or common law, or  
19           under any collective bargaining agreement.

20           “(17) ELECTION OF VENUE.—

21                   “(A) IN GENERAL.—An employee of an  
22                   employer who is located in a State that has a  
23                   State plan approved under section 18 may file  
24                   a complaint alleging a violation of paragraph  
25                   (1) or (2) by such employer with—

1 “(i) the Secretary under paragraph  
2 (5); or

3 “(ii) a State plan administrator in  
4 such State.

5 “(B) REFERRALS.—If—

6 “(i) the Secretary receives a complaint  
7 pursuant to subparagraph (A)(i), the Sec-  
8 retary shall not refer such complaint to a  
9 State plan administrator for resolution; or

10 “(ii) a State plan administrator re-  
11 ceives a complaint pursuant to subpara-  
12 graph (A)(ii), the State plan administrator  
13 shall not refer such complaint to the Sec-  
14 retary for resolution.”.

15 (d) RELATION TO ENFORCEMENT.—Section 17(j) of  
16 such Act (29 U.S.C. 666(j)) is amended by inserting be-  
17 fore the period the following: “, including the history of  
18 violations under section 11(c)”.

19 **TITLE III—IMPROVING REPORT-**  
20 **ING, INSPECTION, AND EN-**  
21 **FORCEMENT**

22 **SEC. 301. GENERAL DUTY OF EMPLOYERS.**

23 Section 5 of the Occupational Safety and Health Act  
24 of 1970 (29 U.S.C. 654(a)(1)) is amended—

1           (1) in subsection (a), by amending paragraph  
2           (1) to read as follows:

3           “(1) shall furnish employment and a place of  
4           employment that are free from recognized hazards  
5           that are causing or are likely to cause death or seri-  
6           ous physical harm and that the employer creates or  
7           controls or to which the employer exposes any em-  
8           ployee of the employer or any other person per-  
9           forming work at the place of employment; and”;

10          (2) by adding at the end the following new sub-  
11          section:

12          “(c) Each employee or other person exposed to a haz-  
13          ard in violation of subsection (a) may constitute a separate  
14          violation.”.

15       **SEC. 302. POSTING OF EMPLOYEE RIGHTS.**

16          Section 8(c)(1) of such Act (29 U.S.C. 657(c)(1)) is  
17          amended by adding at the end the following new sentence:  
18          “Such regulations shall include provisions requiring em-  
19          ployers to post for employees information on the protec-  
20          tions afforded under section 11(c).”.

1 **SEC. 303. EMPLOYER REPORTING OF WORK-RELATED INJU-**  
2 **RIES, ILLNESSES, DEATHS AND HOSPITALIZA-**  
3 **TIONS; PROHIBITION ON DISCOURAGING EM-**  
4 **PLOYEE REPORTING.**

5 Section 8(c)(2) of such Act (29 U.S.C. 657(c)(2)) is  
6 amended by adding at the end the following new sen-  
7 tences: “Such regulations shall require site-controlling em-  
8 ployers to keep a site log for all recordable injuries and  
9 illnesses occurring among all employees on the particular  
10 site, including employees of the site-controlling employer  
11 or others who are performing work at the particular site  
12 (including independent contractors). Such regulations  
13 shall require employers to promptly notify the Secretary  
14 of any work-related death or work-related injury or illness  
15 that results in the in-patient hospitalization of an em-  
16 ployee for medical treatment, and shall prohibit the em-  
17 ployer from adopting or implementing policies or practices  
18 by the employer that have the effect of discouraging accu-  
19 rate recordkeeping and the reporting of work-related inju-  
20 ries or illnesses by any employee or in any manner dis-  
21 criminate or provides for adverse action against any em-  
22 ployee for reporting a work-related injury or illness. For  
23 purposes of this paragraph, the term ‘site-controlling em-  
24 ployer’ means the employer that has primary control over  
25 a work site at which employees of more than one employer

1 work, such as by hiring or coordinating the work of other  
2 employers working at the site.”.

3 **SEC. 304. NO LOSS OF EMPLOYEE PAY FOR INSPECTIONS.**

4 Section 8(e) (29 U.S.C. 657(e)) is amended by insert-  
5 ing after the first sentence the following: “Time spent by  
6 an employee participating in or aiding any such inspection  
7 shall be deemed to be hours worked and no employee shall  
8 suffer any loss of wages, benefits, or other terms and con-  
9 ditions of employment for having participated in or aided  
10 any such inspection.”.

11 **SEC. 305. INVESTIGATIONS OF FATALITIES AND SIGNIFI-**  
12 **CANT INCIDENTS.**

13 Section 8 (29 U.S.C. 657) is amended by adding at  
14 the end the following new subsection:

15 “(i) INVESTIGATION OF FATALITIES AND SERIOUS  
16 INCIDENTS.—

17 “(1) IN GENERAL.—The Secretary shall investigate  
18 any significant incident or an incident resulting in death  
19 that occurs in a place of employment.

20 “(2) EVIDENCE PRESERVATION.—If a significant in-  
21 cident or an incident resulting in death occurs in a place  
22 of employment, the employer shall promptly notify the  
23 Secretary of the incident involved and shall take appro-  
24 priate measures to prevent the destruction or alteration  
25 of any evidence that would assist in investigating the inci-

1 dent. The appropriate measures required by this para-  
2 graph do not prevent an employer from taking action on  
3 a worksite to prevent injury to employees or substantial  
4 damage to property or to avoid disruption of essential  
5 services necessary to public safety, provided that if an em-  
6 ployer takes such action, the employer shall notify the Sec-  
7 retary of the action in a timely fashion.

8 “(3) DEFINITIONS.—In this subsection:

9 “(A) INCIDENT RESULTING IN DEATH.—The  
10 term ‘incident resulting in death’ means an incident  
11 that results in the death of an employee.

12 “(B) SIGNIFICANT INCIDENT.—The term ‘sig-  
13 nificant incident’ means an incident that results in  
14 the in-patient hospitalization of 2 or more employees  
15 for medical treatment.”.

16 **SEC. 306. PROHIBITION ON UNCLASSIFIED CITATIONS.**

17 Section 9 (29 U.S.C. 658) is amended by adding at  
18 the end the following:

19 “(d) No citation for a violation of this Act may be  
20 issued, modified, or settled under this section without a  
21 designation enumerated in section 17 with respect to such  
22 violation.”.

1 **SEC. 307. VICTIMS' RIGHTS.**

2 The Occupational Safety and Health Act of 1970 is  
3 amended by inserting after section 9 (29 U.S.C. 658) the  
4 following:

5 **“SEC. 9A. VICTIMS' RIGHTS.**

6 “(a) RIGHTS BEFORE THE SECRETARY.—A victim or  
7 the representative of a victim, shall be afforded the right,  
8 with respect to an inspection or investigation conducted  
9 under section 8 to—

10 “(1) meet with the Secretary regarding the in-  
11 spection or investigation conducted under such sec-  
12 tion before the Secretary's decision to issue a cita-  
13 tion or take no action;

14 “(2) receive, at no cost, a copy of any citation  
15 or report, issued as a result of such inspection or in-  
16 vestigation, at the same time as the employer re-  
17 ceives such citation or report;

18 “(3) be informed of any notice of contest or ad-  
19 dition of parties to the proceedings filed under sec-  
20 tion 10(c); and

21 “(4) be provided notification of the date and  
22 time or any proceedings, service of pleadings, and  
23 other relevant documents, and an explanation of the  
24 rights of the employer, employee and employee rep-  
25 resentative, and victim to participate in proceedings  
26 conducted under section 10(c).

1           “(b) RIGHTS BEFORE THE COMMISSION.—Upon re-  
2   quest, a victim or representative of a victim shall be af-  
3   forded the right with respect to a work-related bodily in-  
4   jury or death to—

5           “(1) be notified of the time and date of any  
6   proceeding before the Commission;

7           “(2) receive pleadings and any decisions relat-  
8   ing to the proceedings; and

9           “(3) be provided an opportunity to appear and  
10   make a statement in accordance with the rules pre-  
11   scribed by the Commission.

12          “(c) MODIFICATION OF CITATION.—Before entering  
13   into an agreement to withdraw or modify a citation issued  
14   as a result of an inspection or investigation of an incident  
15   under section 8, the Secretary shall notify a victim or rep-  
16   resentative of a victim and provide the victim or represent-  
17   ative of a victim with an opportunity to appear and make  
18   a statement before the parties conducting settlement nego-  
19   tiations. In lieu of an appearance, the victim or represent-  
20   ative of the victim may elect to submit a letter to the Sec-  
21   retary and the parties.

22          “(d) SECRETARY PROCEDURES.—The Secretary shall  
23   establish procedures—

24           “(1) to inform victims of their rights under this  
25   section; and

1           “(2) for the informal review of any claim of a  
2           denial of such a right.

3           “(e) COMMISSION PROCEDURES AND CONSIDER-  
4           ATIONS.—The Commission shall—

5           “(1) establish procedures relating to the rights  
6           of victims to be heard in proceedings before the  
7           Commission; and

8           “(2) in rendering any decision, provide due con-  
9           sideration to any statement or information provided  
10          by any victim before the Commission.

11          “(f) FAMILY LIAISONS.—The Secretary shall des-  
12          ignate at least 1 employee at each area office of the Occu-  
13          pational Safety and Health Administration to serve as a  
14          family liaison to—

15          “(1) keep victims informed of the status of in-  
16          vestigations, enforcement actions, and settlement ne-  
17          gotiations; and

18          “(2) assist victims in asserting their rights  
19          under this section.

20          “(g) DEFINITION.—In this section, the term ‘victim’  
21          means—

22          “(1) an employee, including a former employee,  
23          who has sustained a work-related injury or illness  
24          that is the subject of an inspection or investigation  
25          conducted under section 8; or

1           “(2) a family member (as further defined by  
2           the Secretary) of a victim described in paragraph  
3           (1), if—

4                   “(A) the victim dies as a result of a inci-  
5                   dent that is the subject of an inspection or in-  
6                   vestigation conducted under section 8; or

7                   “(B) the victim sustains a work-related in-  
8                   jury or illness that is the subject of an inspec-  
9                   tion or investigation conducted under section 8,  
10                  and the victim because of incapacity cannot rea-  
11                  sonably exercise the rights under this section.”.

12 **SEC. 308. RIGHT TO CONTEST CITATIONS AND PENALTIES.**

13           Section 10(c) of the Occupational Safety and Health  
14 Act of 1970 (29 U.S.C. 659(c)) is amended—

15           (1) in the first sentence—

16                   (A) by inserting after “that he intends to  
17                   contest a citation issued under section (9)” the  
18                   following: “(or a modification of a citation  
19                   issued under this section)”;

20                   (B) by inserting after “the issuance of a  
21                   citation under section 9” the following: “(in-  
22                   cluding a modification of a citation issued  
23                   under such section)”;

24                   (C) by inserting after “files a notice with  
25                   the Secretary alleging” the following: “that the

1 citation fails properly to designate the violation  
2 as serious, willful, or repeated, that the pro-  
3 posed penalty is not adequate, or”;

4 (2) by inserting after the first sentence, the fol-  
5 lowing: “The pendency of a contest before the Com-  
6 mission shall not bar the Secretary from inspecting  
7 a place of employment or from issuing a citation  
8 under section 9.”; and

9 (3) by amending the last sentence—

10 (A) by inserting “employers and” after  
11 “Commission shall provide”; and

12 (B) by inserting before the period at the  
13 end “, and notification of any modification of a  
14 citation”.

15 **SEC. 309. CORRECTION OF SERIOUS, WILLFUL, OR RE-**  
16 **PEATED VIOLATIONS PENDING CONTEST AND**  
17 **PROCEDURES FOR A STAY.**

18 Section 10 of the Occupational Safety and Health Act  
19 of 1970 (29 U.S.C. 659) is amended by adding at the end  
20 the following:

21 “(d) CORRECTION OF SERIOUS, WILLFUL, OR RE-  
22 PEATED VIOLATIONS PENDING CONTEST AND PROCE-  
23 DURES FOR A STAY.—

24 “(1) PERIOD PERMITTED FOR CORRECTION OF  
25 SERIOUS, WILLFUL, OR REPEATED VIOLATIONS.—

1 For each violation which the Secretary designates as  
2 serious, willful, or repeated, the period permitted for  
3 the correction of the violation shall begin to run  
4 upon receipt of the citation.

5 “(2) FILING OF A MOTION OF CONTEST.—The  
6 filing of a notice of contest by an employer—

7 “(A) shall not operate as a stay of the pe-  
8 riod for correction of a violation designated as  
9 serious, willful, or repeated; and

10 “(B) may operate as a stay of the period  
11 for correction of a violation not designated by  
12 the Secretary as serious, willful, or repeated.

13 “(3) CRITERIA AND RULES OF PROCEDURE FOR  
14 STAYS.—

15 “(A) MOTION FOR A STAY.—An employer  
16 that receives a citation alleging a violation des-  
17 ignated as serious, willful, or repeated and that  
18 files a notice of contest to the citation asserting  
19 that the time set for abatement of the alleged  
20 violation is unreasonable or challenging the ex-  
21 istence of the alleged violation may file with the  
22 Commission a motion to stay the period for the  
23 abatement of the violation.

24 “(B) CRITERIA.—In determining whether  
25 a stay should be issued on the basis of a motion

1 filed under subparagraph (A), the Commission  
2 may grant a stay only if the employer has dem-  
3 onstrated—

4 “(i) a substantial likelihood of success  
5 on the areas contested under subparagraph  
6 (A); and

7 “(ii) that a stay will not adversely af-  
8 fect the health and safety of workers.

9 “(C) RULES OF PROCEDURE.—The Com-  
10 mission shall develop rules of procedure for con-  
11 ducting a hearing on a motion filed under sub-  
12 paragraph (A) on an expedited basis. At a min-  
13 imum, such rules shall provide:

14 “(i) That a hearing before an admin-  
15 istrative law judge shall occur not later  
16 than 15 days following the filing of the  
17 motion for a stay (unless extended at the  
18 request of the employer), and shall provide  
19 for a decision on the motion not later than  
20 15 days following the hearing (unless ex-  
21 tended at the request of the employer).

22 “(ii) That a decision of an administra-  
23 tive law judge on a motion for stay is ren-  
24 dered on a timely basis.

1           “(iii) That if a party is aggrieved by  
2           a decision issued by an administrative law  
3           judge regarding the stay, such party has  
4           the right to file an objection with the Com-  
5           mission not later than 5 days after receipt  
6           of the administrative law judge’s decision.  
7           Within 10 days after receipt of the objec-  
8           tion, a Commissioner, if a quorum is seat-  
9           ed pursuant to section 12(f), shall decide  
10          whether to grant review of the objection.  
11          If, within 10 days after receipt of the ob-  
12          jection, no decision is made on whether to  
13          review the decision of the administrative  
14          law judge, the Commission declines to re-  
15          view such decision, or no quorum is seated,  
16          the decision of the administrative law  
17          judge shall become a final order of the  
18          Commission. If the Commission grants re-  
19          view of the objection, the Commission shall  
20          issue a decision regarding the stay not  
21          later than 30 days after receipt of the ob-  
22          jection. If the Commission fails to issue  
23          such decision within 30 days, the decision  
24          of the administrative law judge shall be-  
25          come a final order of the Commission.

1                   “(iv) For notification to employees or  
2                   representatives of affected employees of re-  
3                   quests for such hearings and shall provide  
4                   affected employees or representatives of af-  
5                   fected employees an opportunity to partici-  
6                   pate as parties to such hearings.”.

7 **SEC. 310. CONFORMING AMENDMENTS.**

8           (a) VIOLATIONS DESIGNATED AS SERIOUS, WILL-  
9           FUL, OR REPEATED.—The first sentence of section 10(b)  
10           of the Occupational Safety and Health Act of 1970 (29  
11           U.S.C. 659(b)) is amended by inserting “, with the excep-  
12           tion of violations designated as serious, willful, or re-  
13           peated,” after “(which period shall not begin to run”.

14           (b) JUDICIAL REVIEW.—The first sentence of section  
15           11(a) of the Occupational Safety and Health Act of 1970  
16           (29 U.S.C. 660(a)) is amended—

17                   (1) by inserting “(or the failure of the Commis-  
18                   sion, including an administrative law judge, to make  
19                   a timely decision on a request for a stay under sec-  
20                   tion 10(d))” after “an order”;

21                   (2) by striking “subsection (c)” and inserting  
22                   “subsections (c) and (d)”; and

23                   (3) by inserting “(or in the case of a petition  
24                   from a final Commission order regarding a stay  
25                   under section 10(d), 15 days)” after “sixty days”.

1 (c) FAILURE TO CORRECT VIOLATIONS.—Section  
2 17(d) of the Occupational Safety and Health Act of 1970  
3 (29 U.S.C. 666(d)) is amended to read as follows:

4 “(d) Any employer who fails to correct a violation  
5 designated by the Secretary as serious, willful, or repeated  
6 and for which a citation has been issued under section 9(a)  
7 within the period permitted for its correction (and a stay  
8 has not been issued by the Commission under section  
9 10(d)) may be assessed a civil penalty of not more than  
10 \$7,000 for each day during which such failure or violation  
11 continues. Any employer who fails to correct any other vio-  
12 lation for which a citation has been issued under section  
13 9(a) of this title within the period permitted for its correc-  
14 tion (which period shall not begin to run until the date  
15 of the final order of the Commission in the case of any  
16 review proceeding under section 10 initiated by the em-  
17 ployer in good faith and not solely for delay of avoidance  
18 of penalties) may be assessed a civil penalty of not more  
19 than \$7,000 for each day during which such failure or vio-  
20 lation continues.”.

21 **SEC. 311. CIVIL PENALTIES.**

22 (a) IN GENERAL.—Section 17 of the Occupational  
23 Safety and Health Act of 1970 (29 U.S.C. 666) is amend-  
24 ed—

25 (1) in subsection (a)—

1 (A) by striking “\$70,000” and inserting  
2 “\$120,000”;

3 (B) by striking “\$5,000” and inserting  
4 “\$8,000”; and

5 (C) by adding at the end the following: “In  
6 determining whether a violation is repeated, the  
7 Secretary or the Commission shall consider the  
8 employer’s history of violations under this Act  
9 and under State occupational safety and health  
10 plans established under section 18. If such a  
11 willful or repeated violation caused or contrib-  
12 uted to the death of an employee, such civil  
13 penalty amounts shall be increased to not more  
14 than \$250,000 for each such violation, but not  
15 less than \$50,000 for each such violation, ex-  
16 cept that for an employer with 25 or fewer em-  
17 ployees such penalty shall not be less than  
18 \$25,000 for each such violation.”;

19 (2) in subsection (b)—

20 (A) by striking “\$7,000” and inserting  
21 “\$12,000”; and

22 (B) by adding at the end the following: “If  
23 such a violation caused or contributed to the  
24 death of an employee, such civil penalty  
25 amounts shall be increased to not more than

1           \$50,000 for each such violation, but not less  
2           than \$20,000 for each such violation, except  
3           that for an employer with 25 or fewer employ-  
4           ees such penalty shall not be less than \$10,000  
5           for each such violation.”;

6           (3) in subsection (c), by striking “\$7,000” and  
7           inserting “\$12,000”;

8           (4) in subsection (d), as amended, by striking  
9           “\$7,000” each place it occurs and inserting  
10          “\$12,000”;

11          (5) by redesignating subsections (e) through (i)  
12          as subsections (f) through (j), and subsections (j)  
13          through (l) as subsections (l) through (n) respec-  
14          tively; and

15          (6) in subsection (j) (as so redesignated) by  
16          striking “\$7,000” and inserting “\$12,000”.

17          (b) INFLATION ADJUSTMENT.—Section 17 is further  
18          amended by inserting after subsection (d) the following:

19          “(e) Amounts provided under this section for civil  
20          penalties shall be adjusted by the Secretary at least once  
21          during each 4-year period beginning January 1, 2015, to  
22          account for the percentage increase or decrease in the  
23          Consumer Price Index for all urban consumers during  
24          such period.”.

1 **SEC. 312. CRIMINAL PENALTIES.**

2 (a) IN GENERAL.—Section 17 of the Occupational  
3 Safety and Health Act of 1970 (29 U.S.C. 666) (as  
4 amended by section 310) is further amended—

5 (1) by amending subsection (f) (as redesignated  
6 by section 310) to read as follows:

7 “(f)(1) Any employer who knowingly violates any  
8 standard, rule, or order promulgated under section 6 of  
9 this Act, or of any regulation prescribed under this Act,  
10 and that violation caused or significantly contributed to  
11 the death of any employee, shall, upon conviction, be pun-  
12 ished by a fine in accordance with title 18, United States  
13 Code, or by imprisonment for not more than 10 years, or  
14 both, except that if the conviction is for a violation com-  
15 mitted after a first conviction of such person under this  
16 subsection or subsection (i), punishment shall be by a fine  
17 in accordance title 18, United States Code, or by imprison-  
18 ment for not more than 20 years, or by both.

19 “(2) For the purpose of this subsection, the term ‘em-  
20 ployer’ means, in addition to the definition contained in  
21 section 3 of this Act, any officer or director.”;

22 (2) by amending subsection (g) (as redesignated  
23 by section 310) to read as follows:

24 “(g) Unless otherwise authorized by this Act, any  
25 person that knowingly gives, causes to give, or attempts  
26 to give or cause to give, advance notice of any inspection

1 conducted under this Act with the intention of impeding,  
2 interfering with, or adversely affecting the results of such  
3 inspection, shall be fined under title 18, United States  
4 Code, imprisoned for not more than 5 years, or both.”;

5 (3) in subsection (h) (as redesignated by section  
6 310), by striking “fine of not more than \$10,000, or  
7 by imprisonment for not more than six months,”  
8 and inserting “fine in accordance with title 18,  
9 United States Code, or by imprisonment for not  
10 more than 5 years,”; and

11 (4) by inserting after subsection (j) (as redesignated  
12 by section 310) the following:

13 “(k)(1) Any employer who knowingly violates any  
14 standard, rule, or order promulgated under section 6, or  
15 any regulation prescribed under this Act, and that viola-  
16 tion caused or significantly contributed to serious bodily  
17 harm to any employee but does not cause death to any  
18 employee, shall, upon conviction, be punished by a fine in  
19 accordance with title 18, United States Code, or by impris-  
20 onment for not more than 5 years, or by both, except that  
21 if the conviction is for a violation committed after a first  
22 conviction of such person under this subsection or sub-  
23 section (e), punishment shall be by a fine in accordance  
24 with title 18, United States Code, or by imprisonment for  
25 not more than 10 years, or by both.

1           “(2) For the purpose of this subsection, the term ‘em-  
2 ployer’ means, in addition to the definition contained in  
3 section 3 of this Act, any officer or director.

4           “(3) For purposes of this subsection, the term ‘seri-  
5 ous bodily harm’ means bodily injury or illness that in-  
6 volves—

7                   “(A) a substantial risk of death;

8                   “(B) protracted unconsciousness;

9                   “(C) protracted and obvious physical disfigure-  
10 ment; or

11                   “(D) protracted loss or impairment, either tem-  
12 porary or permanent, of the function of a bodily  
13 member, organ, or mental faculty.”.

14           (b) JURISDICTION FOR PROSECUTION UNDER STATE  
15 AND LOCAL CRIMINAL LAWS.—Such section is further  
16 amended by adding at the end the following:

17           “(o) Nothing in this Act shall preclude a State or  
18 local law enforcement agency from conducting criminal  
19 prosecutions in accordance with the laws of such State or  
20 locality.”.

21 **SEC. 313. PREJUDGMENT INTEREST.**

22           Section 17(n) of the Occupational Safety and Health  
23 Act of 1970 (29 U.S.C. 666(n)) (as redesignated by sec-  
24 tion 310) is amended by adding at the end the following:

25 “Pre-final order interest on such penalties shall begin to

1 accrue on the date the party contests a citation issued  
2 under this Act, and shall end upon the issuance of the  
3 final order. Such pre-final order interest shall be cal-  
4 culated at the current underpayment rate determined by  
5 the Secretary of the Treasury pursuant to section 6621  
6 of the Internal Revenue Code of 1986, and shall be com-  
7 pounded daily. Post-final order interest shall begin to ac-  
8 crue 30 days after the date a final order of the Commis-  
9 sion or the court is issued, and shall be charged at the  
10 rate of 8 percent per year.”.

## 11 **TITLE IV—STATE PLANS**

### 12 **SEC. 401. CONCURRENT ENFORCEMENT AUTHORITY AND** 13 **REVIEW OF STATE OCCUPATIONAL SAFETY** 14 **AND HEALTH PLANS.**

15 Section 18 of the Occupational Safety and Health Act  
16 of 1970 (29 U.S.C. 668) is amended—

17 (1) by amending subsection (f) to read as fol-  
18 lows:

19 “(f)(1) The Secretary shall, on the basis of reports  
20 submitted by the State agency and the Secretary’s own  
21 inspections, make a continuing evaluation of the manner  
22 in which each State that has a plan approved under this  
23 section is carrying out such plan. Such evaluation shall  
24 include an assessment of whether the State continues to  
25 meet the requirements of subsection (c) of this section and

1 any other criteria or indices of effectiveness specified by  
2 the Secretary in regulations. Whenever the Secretary  
3 finds, on the basis of such evaluation, that in the adminis-  
4 tration of the State plan there is a failure to comply sub-  
5 stantially with any provision of the State plan (or any as-  
6 surance contained therein), the Secretary shall make an  
7 initial determination of whether the failure is of such a  
8 nature that the plan should be withdrawn or whether the  
9 failure is of such a nature that the State should be given  
10 the opportunity to remedy the deficiencies, and provide no-  
11 tice of the Secretary's findings and initial determination.

12       “(2) If the Secretary makes an initial determination  
13 to reassert and exercise concurrent enforcement authority  
14 while the State is given an opportunity to remedy the defi-  
15 ciencies, the Secretary shall afford the State an oppor-  
16 tunity for a public hearing within 15 days of such request,  
17 provided that such request is made not later than 10 days  
18 after Secretary's notice to the State. The Secretary shall  
19 review and consider the testimony, evidence, or written  
20 comments, and not later than 30 days following such hear-  
21 ing, make a determination to affirm, reverse, or modify  
22 the Secretary's initial determination to reassert and exer-  
23 cise concurrent enforcement authority under sections 8, 9,  
24 10, 13, and 17 with respect to standards promulgated  
25 under section 6 and obligations under section 5(a). Fol-

1 lowing such a determination by the Secretary, or in the  
2 event that the State does not request a hearing within the  
3 timeframe set forth in this paragraph, the Secretary may  
4 reassert and exercise such concurrent enforcement author-  
5 ity, while a final determination is pending under para-  
6 graph (3) or until the Secretary has determined that the  
7 State has remedied the deficiencies as provided under  
8 paragraph (4). Such determination shall be published in  
9 the Federal Register. The procedures set forth in section  
10 18(g) shall not apply to a determination by the Secretary  
11 to reassert and exercise such concurrent enforcement au-  
12 thority.

13       “(3) If the Secretary makes an initial determination  
14 that the plan should be withdrawn, the Secretary shall  
15 provide due notice and the opportunity for a hearing. If  
16 based on the evaluation, comments, and evidence, the Sec-  
17 retary makes a final determination that there is a failure  
18 to comply substantially with any provision of the State  
19 plan (or any assurance contained therein), he shall notify  
20 the State agency of the withdrawal of approval of such  
21 plan and upon receipt of such notice such plan shall cease  
22 to be in effect, but the State may retain jurisdiction in  
23 any case commenced before the withdrawal of the plan in  
24 order to enforce standards under the plan whenever the

1 issues involved do not relate to the reasons for the with-  
2 drawal of the plan.

3       “(4) If the Secretary makes a determination that the  
4 State should be provided the opportunity to remedy the  
5 deficiencies, the Secretary shall provide the State an op-  
6 portunity to respond to the Secretary’s findings and the  
7 opportunity to remedy such deficiencies within a time pe-  
8 riod established by the Secretary, not to exceed 1 year.  
9 The Secretary may extend and revise the time period to  
10 remedy such deficiencies, if the State’s legislature is not  
11 in session during this 1-year time period, or if the State  
12 demonstrates that it is not feasible to correct the defi-  
13 ciencies in the time period set by the Secretary, and the  
14 State has a plan to correct the deficiencies within a rea-  
15 sonable time period. If the Secretary finds that the State  
16 agency has failed to remedy such deficiencies within the  
17 time period specified by the Secretary and that the State  
18 plan continues to fail to comply substantially with a provi-  
19 sion of the State plan, the Secretary shall withdraw the  
20 State plan as provided for in paragraph (3).”;

21               (2) by adding at the end the following new sub-  
22       section:

23       “(i) Not later than 18 months after the date of enact-  
24       ment of this subsection, and again 5 years thereafter, the  
25       Comptroller General shall complete and issue a review of

1 the effectiveness of State plans to develop and enforce  
2 safety and health standards to determine if they are at  
3 least as effective as the Federal program and to evaluate  
4 whether the Secretary's oversight of State plans is effective. The Comptroller General's evaluation shall assess—

5  
6           “(1) the effectiveness of the Secretary's oversight of State plans, including the indices of effectiveness used by the Secretary;

7  
8  
9           “(2) whether the Secretary's investigations in  
10 response to Complaints About State Plan Administration (CASPA) are adequate, whether significant  
11 policy issues have been identified by headquarters  
12 and corrective actions are fully implemented by each  
13 State;

14  
15           “(3) whether the formula for the distribution of  
16 funds described in section 23(g) to State programs  
17 is fair and adequate; and

18           “(4) whether State plans are as effective as the  
19 Federal program in preventing occupational injuries,  
20 illnesses and deaths, and investigating discrimination  
21 complaints, through an evaluation of at least 20  
22 percent of approved State plans, and which shall  
23 cover—

24           “(A) enforcement effectiveness, including  
25 handling of fatalities, serious incidents and

1 complaints, compliance with inspection proce-  
2 dures, hazard recognition, verification of abate-  
3 ment, violation classification, citation and pen-  
4 alty issuance, including appropriate use of will-  
5 ful and repeat citations, and employee involve-  
6 ment;

7 “(B) inspections, the number of pro-  
8 grammed health and safety inspections at pri-  
9 vate and public sector establishments, and  
10 whether the State targets the highest hazard  
11 private sector work sites and facilities in that  
12 State;

13 “(C) budget and staffing, including wheth-  
14 er the State is providing adequate budget re-  
15 sources to hire, train and retain sufficient num-  
16 bers of qualified staff, including timely filling of  
17 vacancies;

18 “(D) administrative review, including the  
19 quality of decisions, consistency with Federal  
20 precedence, transparency of proceedings, deci-  
21 sions and records are available to the public,  
22 adequacy of State defense, and whether the  
23 State appropriately appeals adverse decisions;

24 “(E) anti-discrimination, including whether  
25 discrimination complaints are processed in a

1           timely manner, whether supervisors and inves-  
2           tigators are properly trained to investigate dis-  
3           crimination complaints, whether a case file re-  
4           view indicates merit cases are properly identi-  
5           fied consistent with Federal policy and proce-  
6           dure, whether employees are notified of their  
7           rights, and whether there is an effective process  
8           for employees to appeal the dismissal of a com-  
9           plaint;

10           “(F) program administration, including  
11           whether the State’s standards and policies are  
12           at least as effective as the Federal program and  
13           are updated in a timely manner, and whether  
14           National Emphasis Programs that are applica-  
15           ble in such States are adopted and implemented  
16           in a manner that is at least as effective as the  
17           Federal program;

18           “(G) whether the State plan satisfies the  
19           requirements for approval set forth in this sec-  
20           tion and its implementing regulations; and

21           “(H) other such factors identified by the  
22           Comptroller General, or as requested by the  
23           Committee on Education and the Workforce of  
24           the House of Representatives or the Committee

1 on Health, Education, Labor, and Pensions of  
2 the Senate.”.

3 **SEC. 402. EVALUATION OF REPEATED VIOLATIONS IN**  
4 **STATE PLANS.**

5 Section 18(c) of the Occupational Safety and Health  
6 Act of 1970 (29 U.S.C. 668(c)) is amended—

7 (1) in paragraph (7), by striking “, and” and  
8 inserting a comma;

9 (2) in paragraph (8), by striking the period at  
10 the end and inserting “, and”; and

11 (3) by adding after paragraph 8 the following  
12 new paragraph:

13 “(9) provides that in determining whether a  
14 violation is repeated, the State shall consider the  
15 employer’s violations within the State, in conjunction  
16 with the employer’s history of violations under other  
17 States’ occupational safety and health plans ap-  
18 proved by the Secretary and the employer’s history  
19 of violations in those States where the Secretary has  
20 jurisdiction under this Act, in a manner that is at  
21 least as effective as provided under section 17.”.

1 **TITLE V—NATIONAL INSTITUTE**  
2 **FOR OCCUPATIONAL SAFETY**  
3 **AND HEALTH**

4 **SEC. 501. HEALTH HAZARD EVALUATIONS BY THE NA-**  
5 **TIONAL INSTITUTE FOR OCCUPATIONAL**  
6 **SAFETY AND HEALTH.**

7 Section 20(a)(6) of the Occupational Safety and  
8 Health Act of 1970 (29 U.S.C. 669(a)(6)) is amended by  
9 striking the second sentence and inserting the following:  
10 “The Secretary shall determine following a written request  
11 by any employer, authorized representative of current or  
12 former employees, physician, other Federal agency, or  
13 State or local health department, specifying with reason-  
14 able particularity the grounds on which the request is  
15 made, whether any substance normally found in the place  
16 of employment has potentially toxic effects in such con-  
17 centrations as used or found or whether any physical  
18 agents, equipment, or working condition found or used has  
19 potentially hazardous effects; and shall submit such deter-  
20 mination both to employers and affected employees as  
21 soon as possible.”.

22 **TITLE VI—EFFECTIVE DATE**

23 **SEC. 601. EFFECTIVE DATE.**

24 (a) GENERAL RULE.—Except as provided for in sub-  
25 section (b), this Act and the amendments made by this

1 Act shall take effect not later than 90 days after the date  
2 of the enactment of this Act.

3 (b) EXCEPTION FOR STATES AND POLITICAL SUB-  
4 DIVISIONS.—The following are exceptions to the effective  
5 date described in subsection (a):

6 (1) A State that has a State plan approved  
7 under section 18 (29 U.S.C. 667) shall amend its  
8 State plan to conform with the requirements of this  
9 Act and the amendments made by this Act not later  
10 than 12 months after the date of the enactment of  
11 this Act. The Secretary of Labor may extend the pe-  
12 riod for a State to make such amendments to its  
13 State plan by not more than 12 months, if the  
14 State's legislature is not in session during the 12-  
15 month period beginning with the date of the enact-  
16 ment of this Act. Such amendments to the State  
17 plan shall take effect not later than 90 days after  
18 the adoption of such amendments by such State.

19 (2) This Act and the amendments made by this  
20 Act shall take effect not later than 36 months after  
21 the date of the enactment of this Act with respect  
22 to a workplace of a State, or a political subdivision  
23 of a State, that does not have a State plan approved  
24 under section 18 (29 U.S.C. 667).