

112TH CONGRESS
1ST SESSION

S. 1166

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.

IN THE SENATE OF THE UNITED STATES

JUNE 9, 2011

Mrs. MURRAY (for herself, Mr. AKAKA, Mr. BLUMENTHAL, Mr. BROWN of Ohio, Mr. FRANKEN, Mr. HARKIN, Mr. LAUTENBERG, Mr. ROCKEFELLER, Mrs. SHAHEEN, and Mr. WHITEHOUSE) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

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 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. Posting of employee rights.

Sec. 302. Employer reporting of work-related deaths and hospitalizations and
prohibition on discouraging employee reports of injury or ill-
ness.

Sec. 303. No loss of employee pay for inspections.

Sec. 304. Investigations of fatalities and significant incidents.

Sec. 305. Prohibition on unclassified citations.

Sec. 306. Victims’ rights.

Sec. 307. Right to contest citations and penalties.

Sec. 308. Correction of serious, willful, or repeated violations pending contest
and procedures for a stay.

Sec. 309. Conforming amendments.

Sec. 310. Civil penalties.

Sec. 311. Criminal penalties.

Sec. 312. Prejudgment interest.

TITLE IV—STATE PLANS

Sec. 401. Concurrent enforcement authority and review of State occupational
safety and health 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 AND APPLICA-**
3 **TION OF ACT**

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

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

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

15 **SEC. 102. APPLICATION OF ACT.**

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

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

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

22 “(1) If a Federal agency has promulgated and is en-
23 forcing a standard or regulation affecting occupational
24 safety or health of some or all of the employees within
25 that agency’s regulatory jurisdiction, and the Secretary

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

17 “(2) The Secretary shall, by regulation, establish pro-
18 cedures by which any person who may be adversely af-
19 fected by a decision of the Secretary certifying that the
20 Secretary has ceded jurisdiction to another Federal agency
21 pursuant to paragraph (1) may petition the Secretary to
22 rescind a certification notice under paragraph (1). Upon
23 receipt of such a petition, the Secretary shall investigate
24 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 or
16 court, respectively, shall have jurisdiction to
17 order all appropriate relief, including injunctive
18 relief, compensatory and exemplary damages,
19 including—

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

22 “(ii) reinstatement without loss of po-
23 sition or seniority, and restoration of the
24 terms, rights, conditions, and privileges as-
25 sociated with the complainant’s employ-

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

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

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

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

23 Section 8(c)(1) (29 U.S.C. 657(c)(1)) is amended by
24 adding at the end the following new sentence: “Such regu-
25 lations shall include provisions requiring employers to post

1 for employees information on the protections afforded
2 under section 11(c).”.

3 **SEC. 302. EMPLOYER REPORTING OF WORK-RELATED**
4 **DEATHS AND HOSPITALIZATIONS AND PROHI-**
5 **BITION ON DISCOURAGING EMPLOYEE RE-**
6 **PORTS OF INJURY OR ILLNESS.**

7 Section 8(c)(2) (29 U.S.C. 657(c)(2)) is amended by
8 adding at the end the following new sentences: “Such reg-
9 ulations shall require employers to promptly notify the
10 Secretary of any work-related death or work-related injury
11 or illness that results in the in-patient hospitalization of
12 an employee for medical treatment. Such regulations shall
13 also prohibit the employer from adopting or implementing
14 policies or practices by the employer that have the effect
15 of discouraging accurate recordkeeping and the reporting
16 of work-related injuries or illnesses by any employee or
17 in any manner discriminates or provides for adverse action
18 against any employee for reporting a work-related injury
19 or illness.”

20 **SEC. 303. NO LOSS OF EMPLOYEE PAY FOR INSPECTIONS.**

21 Section 8(e) (29 U.S.C. 657(e)) is amended by insert-
22 ing after the first sentence the following: “Time spent by
23 an employee participating in or aiding any such inspection
24 shall be deemed to be hours worked and no employee shall
25 suffer any loss of wages, benefits, or other terms and con-

1 ditions of employment for having participated in or aided
2 any such inspection.”.

3 **SEC. 304. INVESTIGATIONS OF FATALITIES AND SIGNIFI-**
4 **CANT INCIDENTS.**

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

7 “(i) INVESTIGATION OF FATALITIES AND SERIOUS
8 INCIDENTS.—

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

12 “(2) APPROPRIATE MEASURES.—If a significant inci-
13 dent or an incident resulting in death occurs in a place
14 of employment, the employer shall promptly notify the
15 Secretary of the incident involved and shall take appro-
16 priate measures to prevent the destruction or alteration
17 of any evidence that would assist in investigating the inci-
18 dent. The appropriate measures required by this para-
19 graph do not prevent an employer from taking action on
20 a worksite to prevent injury to employees or substantial
21 damage to property or to avoid disruption of essential
22 services necessary to public safety. If an employer takes
23 such action, the employer shall notify the Secretary of the
24 action in a timely fashion.

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

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

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

8 **SEC. 305. PROHIBITION ON UNCLASSIFIED CITATIONS.**

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

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

15 **SEC. 306. VICTIMS’ RIGHTS.**

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

19 **“SEC. 9A. VICTIMS’ RIGHTS.**

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

24 “(1) meet with the Secretary regarding the in-
25 spection or investigation conducted under such sec-

1 tion before the Secretary’s decision to issue a cita-
2 tion or take no action;

3 “(2) receive, at no cost, a copy of any citation
4 or report, issued as a result of such inspection or in-
5 vestigation, at the same time as the employer re-
6 ceives such citation or report;

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

10 “(4) be provided notification of the date and
11 time or any proceedings, service of pleadings, and
12 other relevant documents, and an explanation of the
13 rights of the employer, employee and employee rep-
14 resentative, and victim to participate in proceedings
15 conducted under section 10(c).

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

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

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

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

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

14 “(d) SECRETARY PROCEDURES.—The Secretary shall
15 establish procedures—

16 “(1) to inform victims of their rights under this
17 section; and

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

20 “(e) COMMISSION PROCEDURES AND CONSIDER-
21 ATIONS.—The Commission shall—

22 “(1) establish procedures relating to the rights
23 of victims to be heard in proceedings before the
24 Commission; and

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

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

8 “(1) keep victims informed of the status of in-
9 vestigations, enforcement actions, and settlement ne-
10 gotiations; and

11 “(2) assist victims in asserting their rights
12 under this section.

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

15 “(1) an employee, including a former employee,
16 who has sustained a work-related injury or illness
17 that is the subject of an inspection or investigation
18 conducted under section 8; or

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

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

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

6 **SEC. 307. RIGHT TO CONTEST CITATIONS AND PENALTIES.**

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

9 (1) in the first sentence—

10 (A) by inserting after “that he intends to
11 contest a citation issued under section (9)” the
12 following: “(or a modification of a citation
13 issued under this section)”;

14 (B) by inserting after “the issuance of a
15 citation under section 9” the following: “(in-
16 cluding a modification of a citation issued
17 under such section)”;

18 (C) by inserting after “files a notice with
19 the Secretary alleging” the following: “that the
20 citation fails properly to designate the violation
21 as serious, willful, or repeated, that the pro-
22 posed penalty is not adequate, or”;

23 (2) by inserting after the first sentence, the fol-
24 lowing: “The pendency of a contest before the Com-
25 mission shall not bar the Secretary from inspecting

1 a place of employment or from issuing a citation
2 under section 9.”; and

3 (3) by amending the last sentence—

4 (A) by inserting “employers and” after
5 “Commission shall provide”; and

6 (B) by inserting before the period at the
7 end “, and notification of any modification of a
8 citation”.

9 **SEC. 308. CORRECTION OF SERIOUS, WILLFUL, OR RE-**
10 **PEATED VIOLATIONS PENDING CONTEST AND**
11 **PROCEDURES FOR A STAY.**

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

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

18 “(1) PERIOD PERMITTED FOR CORRECTION OF
19 SERIOUS, WILLFUL, OR REPEATED VIOLATIONS.—
20 For each violation which the Secretary designates as
21 serious, willful, or repeated, the period permitted for
22 the correction of the violation shall begin to run
23 upon receipt of the citation.

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

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

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

7 “(3) CRITERIA AND RULES OF PROCEDURE FOR
8 STAYS.—

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

18 “(B) CRITERIA.—In determining whether
19 a stay should be issued on the basis of a motion
20 filed under subparagraph (A), the Commission
21 may grant a stay only if the employer has dem-
22 onstrated—

23 “(i) a substantial likelihood of success
24 on the areas contested under subparagraph
25 (A); and

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

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

8 “(i) That a hearing before an admin-
9 istrative law judge shall occur not later
10 than 15 days following the filing of the
11 motion for a stay (unless extended at the
12 request of the employer), and shall provide
13 for a decision on the motion not later than
14 15 days following the hearing (unless ex-
15 tended at the request of the employer).

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

19 “(iii) That if a party is aggrieved by
20 a decision issued by an administrative law
21 judge regarding the stay, such party has
22 the right to file an objection with the Com-
23 mission not later than 5 days after receipt
24 of the administrative law judge’s decision.
25 Within 10 days after receipt of the objec-

1 tion, a Commissioner, if a quorum is seat-
2 ed pursuant to section 12(f), shall decide
3 whether to grant review of the objection.
4 If, within 10 days after receipt of the ob-
5 jection, no decision is made on whether to
6 review the decision of the administrative
7 law judge, the Commission declines to re-
8 view such decision, or no quorum is seated,
9 the decision of the administrative law
10 judge shall become a final order of the
11 Commission. If the Commission grants re-
12 view of the objection, the Commission shall
13 issue a decision regarding the stay not
14 later than 30 days after receipt of the ob-
15 jection. If the Commission fails to issue
16 such decision within 30 days, the decision
17 of the administrative law judge shall be-
18 come a final order of the Commission.

19 “(iv) For notification to employees or
20 representatives of affected employees of re-
21 quests for such hearings and shall provide
22 affected employees or representatives of af-
23 fected employees an opportunity to partici-
24 pate as parties to such hearings.”.

1 **SEC. 309. CONFORMING AMENDMENTS.**

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

8 (b) JUDICIAL REVIEW.—The first sentence of section
9 11(a) of the Occupational Safety and Health Act of 1970
10 (29 U.S.C. 660(a)) is amended—

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

15 (2) by striking “subsection (c)” and inserting
16 “subsections (c) and (d)”; and

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

20 (c) FAILURE TO CORRECT VIOLATIONS.—Section
21 17(d) of the Occupational Safety and Health Act of 1970
22 (29 U.S.C. 666(d)) is amended to read as follows:

23 “(d) Any employer who fails to correct a violation
24 designated by the Secretary as serious, willful, or repeated
25 and for which a citation has been issued under section 9(a)
26 within the period permitted for its correction (and a stay

1 has not been issued by the Commission under section
 2 10(d)) may be assessed a civil penalty of not more than
 3 \$7,000 for each day during which such failure or violation
 4 continues. Any employer who fails to correct any other vio-
 5 lation for which a citation has been issued under section
 6 9(a) of this title within the period permitted for its correc-
 7 tion (which period shall not begin to run until the date
 8 of the final order of the Commission in the case of any
 9 review proceeding under section 10 initiated by the em-
 10 ployer in good faith and not solely for delay of avoidance
 11 of penalties) may be assessed a civil penalty of not more
 12 than \$7,000 for each day during which such failure or vio-
 13 lation continues.”.

14 **SEC. 310. CIVIL PENALTIES.**

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

18 (1) in subsection (a)—

19 (A) by striking “\$70,000” and inserting
 20 “\$120,000”;

21 (B) by striking “\$5,000” and inserting
 22 “\$8,000”; and

23 (C) by adding at the end the following: “In
 24 determining whether a violation is repeated, the
 25 Secretary or the Commission shall consider the

1 employer's history of violations under this Act
2 and under State occupational safety and health
3 plans established under section 18. If such a
4 willful or repeated violation caused or contrib-
5 uted to the death of an employee, such civil
6 penalty amounts shall be increased to not more
7 than \$250,000 for each such violation, but not
8 less than \$50,000 for each such violation, ex-
9 cept that for an employer with 25 or fewer em-
10 ployees such penalty shall not be less than
11 \$25,000 for each such violation.”;

12 (2) in subsection (b)—

13 (A) by striking “\$7,000” and inserting
14 “\$12,000”; and

15 (B) by adding at the end the following: “If
16 such a violation caused or contributed to the
17 death of an employee, such civil penalty
18 amounts shall be increased to not more than
19 \$50,000 for each such violation, but not less
20 than \$20,000 for each such violation, except
21 that for an employer with 25 or fewer employ-
22 ees such penalty shall not be less than \$10,000
23 for each such violation.”;

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

1 (4) in subsection (d), as amended, by striking
2 “\$7,000” each place it occurs and inserting
3 “\$12,000”;

4 (5) by redesignating subsections (e) through (i)
5 as subsections (f) through (j), and subsections (j)
6 through (l) as subsections (l) through (n) respec-
7 tively; and

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

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

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

18 **SEC. 311. CRIMINAL PENALTIES.**

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

22 (1) by amending subsection (f) (as redesignated
23 by section 310) to read as follows:

24 “(f)(1) Any employer who knowingly violates any
25 standard, rule, or order promulgated under section 6 of

1 this Act, or of any regulation prescribed under this Act,
2 and that violation caused or significantly contributed to
3 the death of any employee, shall, upon conviction, be pun-
4 ished by a fine in accordance with title 18, United States
5 Code, or by imprisonment for not more than 10 years, or
6 both, except that if the conviction is for a violation com-
7 mitted after a first conviction of such person under this
8 subsection or subsection (i), punishment shall be by a fine
9 in accordance title 18, United States Code, or by imprison-
10 ment for not more than 20 years, or by both.

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

14 (2) by amending subsection (g) (as redesignated
15 by section 310) to read as follows:

16 “(g) Unless otherwise authorized by this Act, any
17 person that knowingly gives, causes to give, or attempts
18 to give or cause to give, advance notice of any inspection
19 conducted under this Act with the intention of impeding,
20 interfering with, or adversely affecting the results of such
21 inspection, shall be fined under title 18, United States
22 Code, imprisoned for not more than 5 years, or both.”.

23 (3) in subsection (h) (as redesignated by section
24 310), by striking “fine of not more than \$10,000, or
25 by imprisonment for not more than six months,”

1 and inserting “fine in accordance with title 18,
2 United States Code, or by imprisonment for not
3 more than 5 years,”; and

4 (4) by inserting after subsection (j) (as redesignig-
5 nated by section 310) the following:

6 “(k)(1) Any employer who knowingly violates any
7 standard, rule, or order promulgated under section 6, or
8 any regulation prescribed under this Act, and that viola-
9 tion caused or significantly contributed to serious bodily
10 harm to any employee but does not cause death to any
11 employee, shall, upon conviction, be punished by a fine in
12 accordance with title 18, United States Code, or by impris-
13 onment for not more than 5 years, or by both, except that
14 if the conviction is for a violation committed after a first
15 conviction of such person under this subsection or sub-
16 section (e), punishment shall be by a fine in accordance
17 with title 18, United States Code, or by imprisonment for
18 not more than 10 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 “(3) For purposes of this subsection, the term ‘seri-
23 ous bodily harm’ means bodily injury or illness that in-
24 volves—

25 “(A) a substantial risk of death;

1 “(B) protracted unconsciousness;

2 “(C) protracted and obvious physical disfigure-
3 ment; or

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

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

10 “(o) Nothing in this Act shall preclude a State or
11 local law enforcement agency from conducting criminal
12 prosecutions in accordance with the laws of such State or
13 locality.”.

14 **SEC. 312. PREJUDGMENT INTEREST.**

15 Section 17(n) of the Occupational Safety and Health
16 Act of 1970 (29 U.S.C. 666(n)) (as redesignated by sec-
17 tion 310) is amended by adding at the end the following:
18 “Pre-final order interest on such penalties shall begin to
19 accrue on the date the party contests a citation issued
20 under this Act, and shall end upon the issuance of the
21 final order. Such pre-final order interest shall be cal-
22 culated at the current underpayment rate determined by
23 the Secretary of the Treasury pursuant to section 6621
24 of the Internal Revenue Code of 1986, and shall be com-
25 pounded daily. Post-final order interest shall begin to ac-

1 crue 30 days after the date a final order of the Commis-
2 sion or the court is issued, and shall be charged at the
3 rate of 8 percent per year.”.

4 **TITLE IV—STATE PLANS**

5 **SEC. 401. CONCURRENT ENFORCEMENT AUTHORITY AND** 6 **REVIEW OF STATE OCCUPATIONAL SAFETY** 7 **AND HEALTH PLANS.**

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

10 (1) by amending subsection (f) to read as fol-
11 lows:

12 “(f)(1) The Secretary shall, on the basis of reports
13 submitted by the State agency and the Secretary’s own
14 inspections, make a continuing evaluation of the manner
15 in which each State that has a plan approved under this
16 section is carrying out such plan. Such evaluation shall
17 include an assessment of whether the State continues to
18 meet the requirements of subsection (c) of this section and
19 any other criteria or indices of effectiveness specified by
20 the Secretary in regulations. Whenever the Secretary
21 finds, on the basis of such evaluation, that in the adminis-
22 tration of the State plan there is a failure to comply sub-
23 stantially with any provision of the State plan (or any as-
24 surance contained therein), the Secretary shall make an
25 initial determination of whether the failure is of such a

1 nature that the plan should be withdrawn or whether the
2 failure is of such a nature that the State should be given
3 the opportunity to remedy the deficiencies, and provide no-
4 tice of the Secretary's findings and initial determination.

5 “(2) If the Secretary makes an initial determination
6 to reassert and exercise concurrent enforcement authority
7 while the State is given an opportunity to remedy the defi-
8 ciencies, the Secretary shall afford the State an oppor-
9 tunity for a public hearing within 15 days of such request,
10 provided that such request is made not later than 10 days
11 after Secretary's notice to the State. The Secretary shall
12 review and consider the testimony, evidence, or written
13 comments, and not later than 30 days following such hear-
14 ing, make a determination to affirm, reverse, or modify
15 the Secretary's initial determination to reassert and exer-
16 cise concurrent enforcement authority under sections 8, 9,
17 10, 13, and 17 with respect to standards promulgated
18 under section 6 and obligations under section 5(a). Fol-
19 lowing such a determination by the Secretary, or in the
20 event that the State does not request a hearing within the
21 time frame set forth in this paragraph, the Secretary may
22 reassert and exercise such concurrent enforcement author-
23 ity, while a final determination is pending under para-
24 graph (3) or until the Secretary has determined that the
25 State has remedied the deficiencies as provided under

1 paragraph (4). Such determination shall be published in
2 the Federal Register. The procedures set forth in section
3 18(g) shall not apply to a determination by the Secretary
4 to reassert and exercise such concurrent enforcement au-
5 thority.

6 “(3) If the Secretary makes an initial determination
7 that the plan should be withdrawn, the Secretary shall
8 provide due notice and the opportunity for a hearing. If
9 based on the evaluation, comments, and evidence, the Sec-
10 retary makes a final determination that there is a failure
11 to comply substantially with any provision of the State
12 plan (or any assurance contained therein), he shall notify
13 the State agency of the withdrawal of approval of such
14 plan and upon receipt of such notice such plan shall cease
15 to be in effect, but the State may retain jurisdiction in
16 any case commenced before the withdrawal of the plan in
17 order to enforce standards under the plan whenever the
18 issues involved do not relate to the reasons for the with-
19 drawal of the plan.

20 “(4) If the Secretary makes a determination that the
21 State should be provided the opportunity to remedy the
22 deficiencies, the Secretary shall provide the State an op-
23 portunity to respond to the Secretary’s findings and the
24 opportunity to remedy such deficiencies within a time pe-
25 riod established by the Secretary, not to exceed 1 year.

1 The Secretary may extend and revise the time period to
2 remedy such deficiencies, if the State’s legislature is not
3 in session during this 1-year time period, or if the State
4 demonstrates that it is not feasible to correct the defi-
5 ciencies in the time period set by the Secretary, and the
6 State has a plan to correct the deficiencies within a rea-
7 sonable time period. If the Secretary finds that the State
8 agency has failed to remedy such deficiencies within the
9 time period specified by the Secretary and that the State
10 plan continues to fail to comply substantially with a provi-
11 sion of the State plan, the Secretary shall withdraw the
12 State plan as provided for in paragraph (3).”; and

13 (2) by adding at the end the following new sub-
14 section:

15 “(i) Not later than 18 months after the date of enact-
16 ment of this subsection, and every 5 years thereafter, the
17 Comptroller General shall complete and issue a review of
18 the effectiveness of State plans to develop and enforce
19 safety and health standards to determine if they are at
20 least as effective as the Federal program and to evaluate
21 whether the Secretary’s oversight of State plans is effec-
22 tive. The Comptroller General’s evaluation shall assess—

23 “(1) the effectiveness of the Secretary’s over-
24 sight of State plans, including the indices of effec-
25 tiveness used by the Secretary;

1 “(2) whether the Secretary’s investigations in
2 response to Complaints About State Plan Adminis-
3 tration (CASPA) are adequate, whether significant
4 policy issues have been identified by headquarters
5 and corrective actions are fully implemented by each
6 State;

7 “(3) whether the formula for the distribution of
8 funds described in section 23(g) to State programs
9 is fair and adequate; and

10 “(4) whether State plans are as effective as the
11 Federal program in preventing occupational injuries,
12 illnesses and deaths, and investigating discrimina-
13 tion complaints, through an evaluation of at least 20
14 percent of approved State plans, and which shall
15 cover—

16 “(A) enforcement effectiveness, including
17 handling of fatalities, serious incidents and
18 complaints, compliance with inspection proce-
19 dures, hazard recognition, verification of abate-
20 ment, violation classification, citation and pen-
21 alty issuance, including appropriate use of will-
22 ful and repeat citations, and employee involve-
23 ment;

24 “(B) inspections, the number of pro-
25 grammed health and safety inspections at pri-

1 vate and public sector establishments, and
2 whether the State targets the highest hazard
3 private sector work sites and facilities in that
4 State;

5 “(C) budget and staffing, including wheth-
6 er the State is providing adequate budget re-
7 sources to hire, train and retain sufficient num-
8 bers of qualified staff, including timely filling of
9 vacancies;

10 “(D) administrative review, including the
11 quality of decisions, consistency with Federal
12 precedence, transparency of proceedings, deci-
13 sions and records are available to the public,
14 adequacy of State defense, and whether the
15 State appropriately appeals adverse decisions;

16 “(E) anti-discrimination, including whether
17 discrimination complaints are processed in a
18 timely manner, whether supervisors and inves-
19 tigators are properly trained to investigate dis-
20 crimination complaints, whether a case file re-
21 view indicates merit cases are properly identi-
22 fied consistent with Federal policy and proce-
23 dure, whether employees are notified of their
24 rights, and whether there is an effective process

1 for employees to appeal the dismissal of a com-
2 plaint;

3 “(F) program administration, including
4 whether the State’s standards and policies are
5 at least as effective as the Federal program and
6 are updated in a timely manner, and whether
7 National Emphasis Programs that are applica-
8 ble in such States are adopted and implemented
9 in a manner that is at least as effective as the
10 Federal program;

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

14 “(H) other such factors identified by the
15 Comptroller General, or as requested by the
16 Committee on Education and the Workforce of
17 the House of Representatives or the Committee
18 on Health, Education, Labor and Pensions of
19 the Senate.”.

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 of the Occupational Safety and
8 Health Act of 1970 (29 U.S.C. 667) shall amend its
9 State plan to conform with the requirements of this
10 Act and the amendments made by this Act not later
11 than 12 months after the date of the enactment of
12 this Act. The Secretary of Labor may extend the pe-
13 riod for a State to make such amendments to its
14 State plan by not more than 12 months, if the
15 State's legislature is not in session during the 12-
16 month period beginning with the date of the enact-
17 ment of this Act. Such amendments to the State
18 plan shall take effect not later than 90 days after
19 the adoption of such amendments by such State.

20 (2) This Act and the amendments made by this
21 Act shall take effect not later than 36 months after
22 the date of the enactment of this Act with respect
23 to a workplace of a State, or a political subdivision

1 of a State, that does not have a State plan approved
2 under section 18 (29 U.S.C. 667).

○