Unit 2 Questions MOS 5101

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Author Note

Answers to three Questions

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**Answer 1**

If the study of Occupation Safety and Health Administration (OSHA) regulations are conducted, we can find that there are certain improvements when it comes to safety concerns regarding skilled labor. However, there are still some predicaments that the safety professional still faces in the implementation of OSHA regulations. One of these predicaments is related to the protection of workers from chemical hazards (Szal, 2015). This is evident as the chemical exposure limits that the set by the Environmental Protection Agency is crudely a thousand times tougher than those set by OSHA. In addition to that, about five hundred of an estimated eighty-four thousand of chemicals in US manufacturing plants received OSHA evaluations, and OSHA officials concluded that even the evaluated plants are outdated.

The only way to counter such predicaments as face by workers in the education of workers of their rights under OSHA. Take the example of the "Cancer Alley" workers. Lack of compliance has resulted in an abundance of cases of cancer in both workers and their nearby living friends and families. OSHA regulations should declare education in workplace safety compulsory for every single worker who wants to pursue their career as a Skill Labor.

**Answer 2**

There are mixed responses when the participation of employers in OSHA's Voluntary Protection Program (VPP) or the Star Program (SP) is concerned. The positive point of the employer's participation in OSHA VPP is that there are greater savings opportunities in place of medical expenses. Also, the reduction in medical-related costs, as well as absenteeism and insurance premiums, decrease other compensations that fuel competition in the workplace environment. The negative point that can prove it problematic for employers regarding the participation in VPP is additional costs in fixing all the workplace hazards. For industries such as chemical plants and construction sites, this can mean hefty strain in the employer's pocket. In case an incident does occur after the implementation of OSHA regulations, the employer cannot bargain on fines as these amounts are fixed with a specific period in which the fines must be cleared.

Based on these points, it is still advisable for an employer to participate in these programs as there is always a chance that these regulations could reduce workplace incidents, which is generally for the goodwill of the company, which could increase the revenue of the company anyway. This would cover the cost incurred for workplace safety in the first place.

**Answer 3**

OSHA has improved the health and safety outlook of the workplace. For once, the obligations that are imposed on the employer make them liable to concern themselves with the safety of the employee in the first place. This behavior increases workplace morale in the first place. Also, it helps in lowering the costs of insurance premiums that the workers have to pay despite their meager wages as the cost needed for compliance with OSHA regulations are solely borne by the employer.

Another regulation that has improved the safety and health-related outlook of the workplace is the right given to workers to complain about the behavior of their supervisors in the workplace environment. These complaints are kept anonymous for the safety of the workers. Furthermore, severe penalties are imposed on the employer that tries to retaliate against the complaints that are done against them. The workers also have the right to speak freely with the inspector concern if subsequently an inspection is conducted in the course of the resolution of the issue.

# References

Szal, A. (2015). *OSHA Not Doing Enough To Protect Workers From Chemical Hazards.* Manufacturing,Net.