

ALERT

**OSHA Penalties
Increased
January 11, 2024**



OSHA's maximum penalties for serious and other-than-serious violations increased from \$15,625 per violation to \$16,131 per violation. The maximum penalty for willful or repeated violations will increase from \$156,259 per violation to \$161,323 per violation. States that operate State Plans for worker safety must increase state penalties to amounts at least equal to Federal OSHA's penalties.

The penalties are aimed at maintaining their deterrent effect and improving the effectiveness of civil monetary penalties. The updated penalt amounts are”

1. **Serious Violations:**
 - Minimum Penalty: **\$1,190** per violation
 - Maximum Penalty: **\$16,131** per violation
2. **Other-Than-Serious Violations:**
 - Minimum Penalty: **\$0** per violation
 - Maximum Penalty: **\$16,131** per violation
3. **Willful or Repeated Violations:**
 - Minimum Penalty: **\$11,524** per violation
 - Maximum Penalty: **\$161,323** per violation
4. **Posting Requirements Violations:**
 - Minimum Penalty: **\$0** per violation
 - Maximum Penalty: **\$16,131** per violation
5. **Failure to Abate Violations:**
 - Penalty: **\$16,131** per day unabated beyond the abatement date (generally limited to 30 days maximum)

[For repeated other-than-serious violations that would otherwise have no initial penalty, a graduated penalty structure applies](#)¹ These adjustments ensure that employers are aware of the consequences and encourage compliance with safety regulations.

Remember, workplace safety is crucial, and adherence to OSHA/WISHA guidelines helps protect workers and prevent accidents. The cost of compliance with workplace safety regulations pales in comparison to the cost of non-compliance.