

OSHA Provides Information Regarding New Fine Amount Calculations in New OSHA Field Manual

August 18, 2016

PRACTICES OSHA, Labor and Employment

OSHA increased fine amounts by 78 percent effective August 1, 2016. The maximum penalty for a serious violation will increase from \$7,000 to \$12,471. The maximum penalty for a repeat or willful violation will increase from \$70,000 to \$124,709. Failure to abate citations will increase from \$7,000 per day beyond the abatement date to \$12,471 per day beyond the abatement date.

On August 2, 2016, OSHA released a new [Field Operations Manual](#), which explains how OSHA will calculate fine amounts for employers who violate OSHA regulations.

Specifically, the fine amounts for a Serious violation vary depending on the violation’s “Severity” and “Probability” as determined by OSHA when calculating the fine. Below is a guide of fine amounts for a Serious violation without considering potential discounts based on the employer’s size and good faith.

Severity	Probability	Fine Amount	Increase from Prior Penalty Amount
High	Greater	\$12,471	\$5,471
Medium	Greater	\$10,689	\$4,689
Low	Greater	\$8,908	\$3,908
High	Lesser	\$8,908	\$3,908
Medium	Lesser	\$7,126	\$3,126
Low	Lesser	\$5,345	\$2,345

Similarly, for Willful citations, the Field Operations Manual contains a chart explaining the fine amounts based on “Gravity.” Below is a guide of fine amounts for a Willful violation without considering potential discounts based on the employer’s size and good faith.

Gravity	Fine Amount
High	\$124,709
Moderate	\$106,890
Low	\$89,080

The manual contains other information regarding calculating penalties; however, the formulas are mostly unchanged from previous years.