

OSHA Mass Notification Requirement Overview

OSHA overview concerning who is required to comply with OSHA emergency evacuation regulations is defined below. Please note that workers at state and local government agencies are not covered by Federal OSHA but have OSH Act protections if they work in those states that have an OSHA-approved State Program. For information regarding OSHA coverage of state and local government facilities and personnel, see the following letter of interpretation:

http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=INTERPRETATIONS&p_id=21364

The Occupational Safety and Health Act applies to employers with one or more employees. Refer to the following: [http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=STANDARDS&p_id=11327 - 1975.4\(a\)](http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=STANDARDS&p_id=11327-1975.4(a))

An employer must have an emergency action plan whenever an OSHA standard requires one. If an employer has fire extinguishers in the workplace and the employees are expected to use them, or if employer's facility must comply with any of the following standards, then an emergency action plan is required (see the following related standards):

29 CFR 1910.119 Process Safety Management
29 CFR 1910.120 Hazardous Waste Operations and Emergency Response
29 CFR 1910.272 Grain Handling Facilities
29 CFR 1910.1047 Ethylene Oxide
29 CFR 1910.1050 Methylenedianiline
29 CFR 1910.1051 1,3-Butadiene

For assistance with determining whether an employer is required to have an emergency action plan, refer to the following eTool: <http://www.osha.gov/SLTC/etools/evacuation/need.html>

For OSHA's requirements for having employee alarm systems, refer to:

http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=STANDARDS&p_id=9819

The maximum penalty OSHA can assess for violating an OSHA standard, regardless of the circumstances, is \$7,000 for each serious violation and \$70,000 for a repeated or willful violation. OSHA's penalty policy (including minimums, maximums and, factors considered when assessing the penalty) can be found in Chapter Six, page 151, of the Field Operations Manual. Refer to: http://www.osha.gov/OshDoc/Directive_pdf/CPL_02-00-150.pdf

For additional information on how OSHA conducts inspections, refer to:
http://www.osha.gov/OshDoc/data_General_Facts/factsheet-inspections.pdf
<https://www.osha.gov/doc/outreachtraining/htmlfiles/introsha.html>

For information about health and safety for public sector employees in Alabama, refer to: Alabama Department of Labor - <http://dir.alabama.gov/>

The following regulation states the responsible party for maintaining and testing of alarm systems:
[http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=STANDARDS&p_id=9819 - 1910.165\(d\)\(1\)](http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=STANDARDS&p_id=9819-1910.165(d)(1))

Also see the following Safety and Health Topics page regarding Fire Safety:
<http://www.osha.gov/SLTC/firesafety/index.html>

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