



Multi-Employer Citations

The Basics of What You Need to Know

Few job locations are as impacted by OSHA's multi-employer polices than construction sites. The majority of construction sites easily fall into the four categories of employer; **creating, exposing, correcting and controlling**.

This means that if your company does work at a jobsite, then you are at risk for a citation through four different means. Recently, a very clear and concise article was written about these categories and OSHA's ability to cite your company based on them.

Basically, if you work at a jobsite, and are allowing other trades to expose your employees to dangerous situations, are not controlling the jobsite as you are required to do (for example, as a general contractor), are not correcting hazards or are the one creating the hazard, you are at risk of a citation. With regards to creating hazards, you may be cited even if the hazard you create is not exposing your employees, but other trades employees. You may also be viewed to be in violation of multiple categories, such as you could be a *creating, exposing and correcting employer!* Another example is, "*General contractors who do not control hazardous conditions at a multi-employer worksite can be cited by OSHA even if those conditions do not directly affect their employers.*" (Bauknight, P., 2019)

For more information, please click the link below to read a short, well written and concise article on OSHA's multi-employer policies. As always, please reach out to your Safety Specialist if you have questions or would like additional information.

<http://www.mondaq.com/unitedstates/x/825284/Health+Safety/OSHAs+MultiEmployer+Citation+Policy+What+Employers+on+Construction+Sites+Need+to+Know>

References: Bauknight, P.; 2019, United States: OSHA's Multi-Employer Citation Policy: What Employers On Construction Sites Need to Know

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