



OSHA REGIONAL INSTRUCTION

U.S. DEPARTMENT OF LABOR

Occupational Safety and Health Administration

DIRECTIVE NUMBER: CPL 2 02-02-030C

SUBJECT: Regional Emphasis Program for Poultry Processing Facilities

REGION: Region VI

SIGNATURE DATE: June 26, 2024

EFFECTIVE DATE: July 1, 2024

ABSTRACT

- Purpose:** This Instruction renews a Regional Emphasis Program (REP) for Poultry Processing Facilities.
- Scope:** This Instruction applies to all poultry processing worksites in Arkansas, Louisiana, Oklahoma, and Texas, and those worksites in New Mexico that are under Federal Jurisdiction.
- References:** OSHA Instruction CPL 02-00-025
OSHA Instruction CPL 02-00-051
OSHA Instruction CPL 02-00-164
OSHA Instruction CPL 04-00-002
(See section III for additional references.)
- Cancellations:** Region VI Regional Notice CPL 02-02-030B dated April 1, 2022, Regional Emphasis Program for Poultry Processing Facilities.
- State Impact:** Region VI 21 (d) Consultation Project Offices in Arkansas, Louisiana, Oklahoma, and Texas will provide outreach, consultation services, and training to affected employers as requested. State Plan Programs are strongly encouraged to adopt this program.
- Action Offices:** Region VI Area Offices.
Region VI Consultation Project Offices.
Dallas Regional Office.
- Originating Office:** Dallas Regional Office.
- Contact:** Assistant Regional Administrator
Office of Enforcement Programs
(972) 850-4145

By and Under the Authority of

ERIC S. HARBIN
Regional Administrator

Executive Summary

This instruction updates and revises a Regional Emphasis Program (REP) to reduce injuries, illnesses and fatalities to health and safety hazards at poultry processing facilities, NAICS 311615. It supports the Occupational Safety and Health Administration (OSHA) Fiscal Year 2024 Agency Management Plan, Agency Theme 1, Assure Safe and Healthful Workplaces, including the agency's theme to protect the most vulnerable workers in high hazard industries.

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I. Purpose.

This instruction renews a Regional Emphasis Program (REP) to reduce injuries, illnesses, and fatalities for workers exposed to hazards in poultry processing facilities, NAICS 311615. Area offices will normally conduct inspections for all complaints, formal or non-formal, which contain allegations of potential worker exposure to poultry processing hazards unless there are significant resource implications. In addition, and where applicable, un-programmed inspections may be expanded in accordance with criteria outlined in the current Field Operations Manual (FOM), CPL 02-00-164.

II. Scope.

This Instruction applies to all worksites in Arkansas, Louisiana, Oklahoma, and Texas, and those worksites in New Mexico that are under Federal Jurisdiction.

III. References.

- A. Title 29 Code of Federal Regulations, Part 1910.
- B. OSHA Instruction CPL 02-00-164, Field Operations Manual (FOM), April 14, 2020, or current update.
- C. OSHA Instruction CPL 04-00-002, Procedures for Approval of Local Emphasis Programs (LEPs), November 13, 2018, or current update.
- D. OSHA Instruction CPL 02-00-051, Enforcement Exemptions and Limitations under the Appropriations Act, May 28, 1998, or current update.
- E. OSHA Memorandum, Inspection Guidance for Poultry Slaughtering and Poultry Processing Establishments, October 28, 2015
- F. U.S. Bureau of Labor Statistics (BLS), [IIF Home : U.S. Bureau of Labor Statistics \(bls.gov\)](http://www.bls.gov)
- G. Cartwright MS, Walker FO, Blocker JN, Schulz MR, Arcury TA, Grzywacz JG, Mora D, Chen H, Marín AJ, Quandt SA. The prevalence of carpal tunnel syndrome in Latino poultry-processing workers and other Latino manual workers. *J Occup Environ Med.* 2012 Feb;54(2):198-201. doi: 10.1097/JOM.0b013e31823fdf53. PMID: 22258161; PMCID: PMC3275671.
- H. NIOSH [2013]. Health hazard evaluation report: evaluation of musculoskeletal disorders and traumatic injuries among employees at a poultry processing plant. By Musolin K, Ramsey J, Wassell J, Hard D, Mueller C. Cincinnati, OH: U.S. Department of Health and Human Services, Centers for Disease Control and Prevention, National Institute for Occupational Safety and Health, NIOSH HHE Report No. 2012-0125-3204 [HHE 2012-0125-3204 \(cdc.gov\)](https://www.cdc.gov/niosh/hhe/reports/docs/2012/2012-0125-3204.pdf)
- I. NIOSH [2015]. Health hazard evaluation report: evaluation of carpal tunnel syndrome and other musculoskeletal disorders among employees at a poultry processing plant. By Ramsey J, Musolin K, Mueller C. Cincinnati, OH: U.S. Department of Health and Human Services, Centers for Disease Control and Prevention, National Institute for Occupational Safety and Health, NIOSH HHE Report No. 2014-0040-3232.

<http://www.cdc.gov/niosh/hhe/reports/pdfs/2014-0040-3232.pdf>

- J. de Perio, M. A., Niemeier, R. T., Levine, S. J., Gruszynski, K., & Gibbins, J. D. *Campylobacter infection in poultry-processing workers, Virginia, USA, 2008-2011*. *Emerging Infectious Disease*, 2013, 19(2), 286-288. doi: 10.3201/eid1902.121147. PMID: 23347390; PMCID: PMC3559056.

[Campylobacter Infection in Poultry-Processing Workers, Virginia, USA, 2008–2011 - PMC \(nih.gov\)](#)

- K. Centers for Disease Control and Prevention (CDC) Web Site. [Campylobacter \(Campylobacteriosis\) | Campylobacter | CDC Questions and Answers | Campylobacter | CDC](#)

- L. OSHA Memorandum, [Inspection Guidance for Poultry Slaughtering and Poultry Processing Establishments](#), October 28, 2015.

IV. **Cancellations.**

- A. Region VI Regional Notice CPL 02-02-030B dated April 1, 2022, Regional Emphasis Program for Poultry Processing Facilities.

V. **Action Offices.**

A. **Responsible Office.**

Dallas Regional Office.

B. **Action Office.**

Region VI Area Offices.

Region VI Consultation Project.

C. **Information Offices.**

New Mexico Occupational Health and Safety Bureau.

VI. **Federal Program Change.**

State Plan Programs are strongly encouraged to adopt this program.

VII. **Expiration.**

This instruction expires on December 31, 2028, but may be renewed as necessary.

VIII. **Significant Changes.**

- A. Includes the 2022 Memorandum of Understanding (MOU) between the United States Department of Labor, Occupational Safety and Health Administration (OSHA), and The U.S. Department of Agriculture, Food Safety and Inspection Service (FSIS).

IX. **Background.**

Workers employed in the poultry industry face many hazards that can lead to serious injury, illness, and death, including working with dangerous equipment, slippery walking and working conditions, repetitive motions, awkward postures, heavy lifting, high noise levels, exposure to infectious pathogens and hazardous chemicals such as ammonia,

chlorine, and antimicrobial agents. Poultry workers routinely use cutting tools, packaging machinery, and other dangerous processes and equipment. Poultry workers suffer serious injuries that require a day or more away from work or restricted activity to recuperate at almost double the rate of workers in private industry.

In 2020 there were 240,000 workers employed in poultry processing that involved slaughtering or preparing poultry and small game. In 2020, 2021, and 2022 workers incurred an incidence rate of 5.7 of nonfatal workplace injuries and illness per 100 full-time equivalent workers. The incidence rate is still more than double than the 2.7 incident rate for all private industry workers. (BLS 2022). Over the years there were an average of 8 fatalities per year, but in 2021 there were 14 fatalities.

Musculoskeletal disorders (MSDs) are of particular concern and continue to be common among workers in the poultry processing industry. MSDs are injuries to the nerves, tendons, and muscles, which result in disorders such as, carpal tunnel syndrome, tendonitis, epicondylitis, and "trigger finger." The total poultry industry rates for repetitive motion were 4.6 times higher than the rate for private industry in 2017 (BLS 2018).

The elevated risk of carpal tunnel syndrome (CTS) among workers in the poultry industry seen in the BLS data has also been found in a survey of worker occupational conditions (Cartwright et al. 2012) and in health hazard evaluations (HHEs) conducted by scientists at the National Institute for Occupational Safety and Health (NIOSH) (Musolin et al. 2014, Ramsey et al. 2015). The NIOSH studies, conducted at two different poultry processing plants, found very high prevalence rates of 42% and 34%, of CTS among workers (Musolin et al 2014, Ramsey et al 2015). Among poultry workers the rate for CTS is 4.3 times higher than for workers in all of private industry (BLS 2017).

In addition, literature suggests the likelihood of substantial under-reporting of worker injuries and illnesses by poultry industry employers. Ramsey et al. (2015) noted that, although 64 workers had conditions that met their case definition of CTS, only four CTS cases were reported by the employer on the OSHA 300 log. Similarly, scrutiny of the first aid logs of poultry plants that OSHA has recently inspected suggests that many cases involving medical treatment as defined by Part 1904 have gone unrecorded on the employers' OSHA Form 300.

BLS data also reflect that the workers in the poultry industry have elevated injury/illness rates that is two times higher than private industry. The illness categories indicate that the poultry processing rate is seven (7) times higher than the private industry rate. The hearing loss 2022 incidence rate is 20 times higher than the private industry rate.

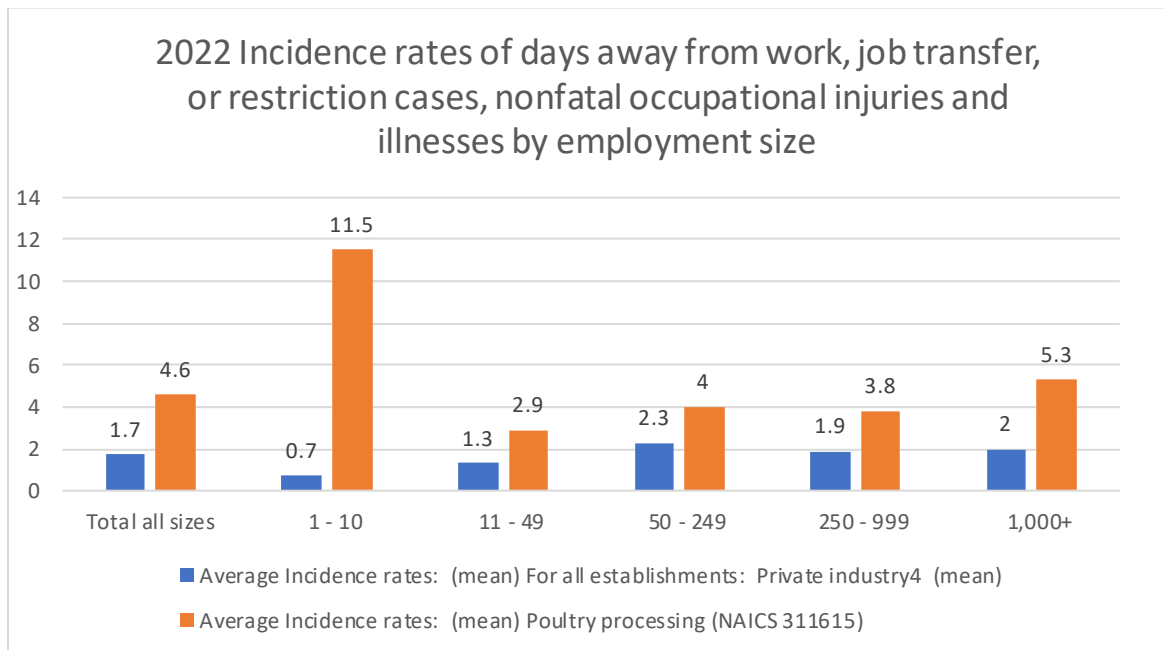
Additionally, birds in poultry plants may be vehicles for transmission of bacterial pathogens such as salmonella and campylobacter infections to workers. A study conducted by NIOSH found that the greatest risk for campylobacter infections occurred

in new workers in their first month of employment and working in the live-hang section in the chicken production line (de Perio et al 2013). According to the Centers for Disease Control and Prevention in 2011, *Campylobacter* was found on 47% of raw chicken samples bought in grocery stores and tested through the National Antimicrobial Resistance Monitoring System (CDC 2015).

In summary, there is strong evidence that workers in poultry processing facilities are at greatly increased risk of suffering a work-related MSD, and that the extent of the problem may be far greater than the elevated risk reported by employers and seen in the BLS data.

Further, workers in sanitation operations in poultry processing facilities (usually during the late shift) are tasked with one of the most hazardous jobs at establishments that manufacture food and are an integral part of poultry processing. The daily sanitation or clean-up crew has the responsibility of cleaning all product contact surfaces throughout the plant to comply with requirements of the Food Safety and Inspection Service (FSIS), U.S. Department of Agriculture: The sanitation crew must remove all guards and blades to thoroughly clean equipment surfaces. The clean-up operations require the application of cleaners to the surfaces and physical scrubbing of the equipment. Sanitation crews are potentially exposed to hazards, including amputation hazards; cuts and lacerations; struck-by, struck against, and caught in equipment; slips, trips, and falls; electrical shock; biological and chemical hazards.

U.S. Bureau of Labor Statistics Incidence Rates



| Number and rate of nonfatal occupational injuries and illnesses by selected industry, All U.S., private industry, (Incidence rate per ten thousand full time workers) | | | | | | | | |
|---|------------------|------|--------------------------------------|-------|------------------|------|--------------------------------------|-------|
| Characteristic | 2021 | | | | 2022 | | | |
| | Private industry | | Poultry processing NAICS code 311615 | | Private industry | | Poultry Processing NAICS code 311615 | |
| | Number | Rate | Number | Rate | Number | Rate | Number | Rate |
| Injuries and Illnesses* | | | | | | | | |
| Total Recordable cases | 2607.9 | 2.7 | 13.1 | 5.7 | 2804.2 | 2.7 | 12.9 | 5.7 |
| Cases with days away from work | 1062.7 | 1.1 | 7.8 | 3.4 | 1184.2 | 1.2 | 7.7 | 3.4 |
| Cases with job transfer or restriction | 554.6 | 0.6 | 2.9 | 1.3 | 577.7 | 0.6 | 2.8 | 1.2 |
| Other recordable cases | 990.7 | 1.0 | 2.4 | 1.0 | 1042.3 | 1.2 | 2.4 | 1.0 |
| Total | 1617.3 | 1.7 | 10.7 | 4.9 | 1761.9 | 1.7 | 10.5 | 4.6 |
| * Source Bureau of Labor Statistics BLS Table 1 and BLS Table 2 – 2021 & 2022 National | | | | | | | | |
| Total Illness cases ** | 365.2 | 37.7 | 7.4 | 319.6 | 460.7 | 45.2 | 7.1 | 313.3 |
| Illness categories | | | | | | | | |
| Skin disorders | 11.7 | 1.2 | (-6-) | (-6-) | 12.3 | 1.2 | 0.0 ⁵ | 0.7 |
| Respiratory | 269.6 | 27.8 | 6.1 | 265.6 | 365.0 | 35.8 | 6.0 | 264.1 |
| Poisoning | 1.2 | 0.1 | (-6-) | (-6-) | 1.1 | 0.1 | - | - |
| Hearing loss | 12.0 | 1.2 | 0.5 | 22.6 | 13.0 | 1.3 | 0.6 | 24.5 |
| All other illness | 70.8 | 7.3 | .7 | 30.6 | 69.2 | 6.8 | 0.5 | 24.0 |
| ** Source Bureau of Labor Statistics BLS Table SNR08 and BLS SNR Table 10 – 2021 & 2022 | | | | | | | | |

During FY 2022 and FY 2023 Region VI conducted 16 inspections at poultry processing facilities. These inspections resulted in the issuance of twenty-one (21) serious, willful, and repeat violations with a total initial penalty of \$395,018.00. The most frequently cited standards at those poultry processing facilities were related to hazards associated with hazardous energy control, machine guarding, and training.

This REP has been developed to ensure that poultry processing facilities are evaluated to determine if the employer is following all relevant safety and health requirements, to help employers come into compliance, and to ensure that employees are protected from the hazards related to poultry processing.

X. Inspection Guidelines.

A. Scheduling

- 1) The poultry establishment list will consist of establishments that have been developed from the latest list from Office of Statistical Analysis, or from locally acquired methods such as commerce directories, commercial telephone listings, local permits, local knowledge, and internet.
- 2) Any establishment that has received a comprehensive inspection after October 1, 2022, may be deleted from the list. Establishments must be cross-referenced for listing on other emphasis programs. Establishments may have multiple emphasis area inspection activity combined into a current inspection to avoid burdening employers with multiple separate inspections. The Area Office shall state in writing the basis for any deletions from the inspections list.
- 3) The establishment list will be arranged alphabetically and numbered consecutively from one to the last numbered establishment.
- 4) Random numbers will be applied to the inspection list to create an inspection cycle. If an establishment is found to be out of business, that establishment shall be deleted from the list and the inspection activity will be entered in OIS with coding "no inspection". Facilities on the inspection cycle may be inspected in any order. No establishments may be added, and a new inspection cycle may not be generated until the previous list has been exhausted.
- 5) Before initiating enforcement activities, the Compliance Safety and Health Officer (CSHO) will determine if an inspection is prohibited by the Enforcement Exemptions and Limitations under the Appropriations Act. Public information sources may be used to estimate the number of employees at an establishment.
- 6) All records for this REP, including outreach lists, inspections cycles, and other materials, will be maintained by the Area Offices. The records must demonstrate that OSHA has instituted the REP inspection list and cycles in accordance with the requirements of this Instruction, including documenting all

deletions, deferrals, or other modifications (such as rationale for expanding inspections to cover health hazards, expanding unprogrammed activity, etc.). The area office must maintain all such inspection lists, cycles, and documentation for a period of three years after all inspections conducted under this REP have been closed. See paragraph B.1.b.(1)(c)3 in CPL 02-00-025, Scheduling System for Programmed Inspections (1/4/1995) and Appendix D, Compliance Records Disposition Schedule, in ADM 03-01-005, OSHA Compliance Records (8/3/1998).

B. Procedures.

All inspections conducted at poultry processing facilities, either live-kill or further processing operations, are covered by this instruction.

In accordance with the FOM, Chapter 9, Complaint and Referral Processing, Area offices will normally conduct an inspection for all complaints, formal or non-formal, which contain allegations of poultry processing hazards.

If an employer refuses to allow the compliance officer to perform an inspection under this program to cover poultry processing operations, a warrant shall be sought in accordance with procedures in the current FOM for handling such refusals. The CSHO shall advise the employer that the refusal will be reported to the Area Director or designee and that the agency may take further action, which may include obtaining legal process.

Area Directors shall ensure that compliance officers are familiar with this instruction and applicable hazard identification for this industry.

NAICS 311615 poultry processing assignments will be generated through fatalities, incidents, complaints, referrals, and general industry schedule criteria. The assignments have priority based upon the schedule in FOM Chapter 2 (Program Planning, IV - Enforcement Program Scheduling).

Any inspection activity performed under this emphasis program will be conducted as a partial safety and health inspection. Consult the procedures listed in FOM Chapter 3 (Inspection Procedures) and any relevant regional instructions. The CSHO will identify all the employers on site including contractors, staffing agencies and federal agencies. CSHO will evaluate all on-site employers through inspection, observation, photographs, video footage, measurements, and interviews of management and employees. This includes identification of temporary worker service contracts and temporary employment agencies active at the facility.

CSHOs assigned to conduct an inspection under this emphasis program must:

- 1) Review the inspection history for the specific site.

If the site has received a programmed, comprehensive safety or health inspection within the preceding three years, an expansion of an unprogrammed inspection under this emphasis program may not be required. The CSHO will review the inspection file for the earlier inspection and confer with the Area Office managers to determine if an un-programmed inspection is to be expanded in accordance with the current FOM. The history of the prior programmed inspection must be documented in the Inspection Report and Narrative for the current inspection.

- 2) Expansion. Since employees are subject to multiple hazards at worksites covered by the REP, the CSHO shall review the injury and illness records, including but not limited to OSHA Form 300, OSHA Form 301 Injury and Illness Incident Report, first aid logs, and nursing logs for the past five years for trends that may identify a common hazard at the workplace. Where injury and illness trends are identified to have occurred and subject to paragraphs above, the inspection may be expanded or referred. Prior to expanding the inspection or initiating a referral, the CSHO will contact the area office to discuss the appropriate option. The Area Director or Assistant Area Director will follow the FOM and current agency policy. CSHOs will make appropriate entries in the official case file regarding the scope of the inspection. When additional technical assistance/support is needed to evaluate the specific hazards, a referral shall be made to the appropriate personnel to investigate the hazards.
- 3) For all inspections under this directive, the CSHO will familiarize themselves with the current memorandum of understanding between The U.S. Department of Labor Occupational Safety and Health Administration and The U.S. Department of Agriculture Food Safety and Inspection Service, [OSHA/ FSIS MOU](#). FSIS and OSHA have been working together since 2015, to assist the poultry industry in protecting the safety and health of poultry workers. CSHOs will take copies of [OSHA/FSIS Joint Letter](#) and the poultry workers' rights posters available in [English](#), [Spanish](#) and [Marshallese](#). The CSHO will follow inspection procedures outlined in the FOM and consult with the Area director where FSIS Inspectors are exposed to hazards. Area offices can obtain assistance by contacting the Regional Enforcement Programs.
- 4) CSHOs assigned to conduct site inspections under this REP will familiarize themselves with the following documents as appropriate:
 - OSHA Memorandum, Inspection Guidance for Poultry Slaughtering and Poultry Processing Establishments, October 28, 2015
 - CPL 02-00-147 - The Control of Hazardous Energy- Enforcement Policy and Inspection Procedures.

- CPL 02-00-135 -Recordkeeping Policies and Procedures.
- CPL 02-02-072 - Rules of Agency Practice and Procedure Concerning OSHA Access to Employee Medical Records.
- CPL 02-00-100 - Application of the Permit- Required Confined Spaces (PRCS) Standard, 29 CFR I 910.146.
- CPL 03-00-021 - PSM Covered Chemical Facilities National Emphasis Program.
- CPL 02-02-045 - Process Safety Management of Highly Hazardous Chemicals - Compliance Guidelines and Enforcement Procedures.
- CPL 02-02-079 – Inspection Procedures for Hazard Communication Standard (HCS 2012).
- CPL 02-02-074 - Inspection Procedures for the Chromium (VI) Standards.
- CPL 02-02-076 -NEP: Hexavalent Chromium.
- CPL 02-02-069 - Enforcement Procedures for Occupational Exposure to Bloodborne Pathogens.
- CPL 03-00-008 - NEP: Combustible Dust Explosion Prevention Program.
- CPL 02-01-050 - 29 CFR Part 1910, Subpart I, Enforcement Guidance for Personal Protective Equipment in General Industry.
- OSHA's safety and health topics webpage, Poultry Processing.
- OSHA Publication, Guidelines: Prevention of Musculoskeletal Injuries in Poultry Processing, OSHA 3213-12R 2013.
<https://www.osha.gov/Publications/OSHA3213.pdf>

5) CSHOs will evaluate the following safety and health program elements and issues during all compliance inspections conducted at NAICS 311615 sites under this REP. The compliance inspections cover all portions of the employer's operations at the site.

- a) **OSHA Recordkeeping.** Federal studies of previous OSHA Data Initiative statistics have identified instances of under-reporting of OSHA recordable cases by employers in high hazard industries including employers in the food manufacturing industry sub-sector. During each inspection conducted under this REP, CSHOs will evaluate the employer's recordkeeping process by completing the following:
- i. Evaluate the employer's protocols for medical treatment and review and evaluate the site's OSHA 300 and 300A forms for the preceding three calendar years and the OSHA 300 for the current year per the requirements of 29 CFR Part 1904 (Recording and Reporting Occupational Injuries and Illnesses). CSHOs must review CPL 02-00-135 - Recordkeeping Policies and Procedures. Also, CSHOs are expected to review any workers' compensation records and records of first aid for injuries or illnesses in the workplace. Discuss any apparent discrepancies with the employer's

OSHA 300 and/or first-aid log with the record keeper or the appropriate member of management.

- ii. Record the data from each OSHA 300 and 300A forms for entry in the inspection record.
- iii. During interviews with facility and FSIS employees, question employees regarding work-related injuries they have had and/or their knowledge of work-related injuries or illnesses involving other employees within the past three [3] calendar years. Where the incidents appear to meet the OSHA record ability criteria, determine if the incidents are properly recorded on the appropriate OSHA 300 log. Discuss any apparent discrepancies with the employer's OSHA 300 record keeper or the appropriate member of management. In cases where language barriers exist, either bilingual compliance staff or translation services will be utilized.

- b) **Medical Records.** CSHOs must evaluate all pertinent and available records of injuries and illnesses, including first aid logs, to identify circumstances of under-recording. Conditions that trigger "first aid" actually represent real, easily definable musculoskeletal injuries that should have been recorded. Assistance from the Office of Occupational Medicine may be requested through Regional Enforcement Programs to assist in the inspection. During the evaluation of the employer's OSHA recordkeeping or ergonomics program, it also may be necessary for CSHOs to access and obtain copies of employees' medical records. CSHOs will obtain a Medical Access Order (MAO) as necessary. Medical records are deemed to be confidential documents and are regulated by the US Health and Human Services Standards for the Privacy of Individual Identifiable Health Information (HIPAA). 45 CFR 164.512(b)(1)(V) states that an employer (or its health care provider) can disclose and use confidential employee health information when conducting or evaluating workplace medical surveillance; to evaluate whether an employee has a work-related illness or injury; or to comply with OSHA requirements under 29 CFR, Parts 1904 through 1928; 30 CFR, Parts 50 through 90; or under state law having a similar purpose.

Medical records, as defined in the FOM definitions, must be obtained and maintained in accordance with the requirements of FOM Chapters 3, 13, and 15. CSHOs are reminded that all copies of employees' medical records obtained from employers or other sources are to be separated, coded, and maintained in accordance with FOM Chapters 13 and 15.

Additional guidance is available in CPL 02-02-072 - Rules of Agency Practice and Procedure Concerning OSHA Access to Employee Medical Records

- c) **Ergonomics.** Many production processes at NAICS 311615 sites require the performance of repeated and sustained manual handling and manual exertion work tasks. CSHOs will evaluate the employer's policies, procedures, and work practices to determine if they effectively eliminate and control ergonomic risk factors. CSHOs will review the employer's OSHA 300 logs, first aid logs, other health care provider records, workers compensation records, and conduct interview with workers in jobs with repetitive lifting or hand/wrist motions such as deboning, picking, packing, etc., to identify musculoskeletal disorders (MSDs) such as repetitive motion injuries, cumulative trauma disorders, etc., and to determine preventative practices and medical management of these disorders. CSHOs will follow OSHA policies and procedures when assessing ergonomic hazards. The Regional Ergonomics Coordinator should be informed of potential ergonomic concerns early in the inspection. They will assist with the assessment and coordinate technical assistance efforts. Consult the Recording in OIS section for coding guidance.
- d) **Process Safety Management.** NAICS 311615 sites with large refrigeration or freezer processes are likely to have hazardous chemical products in sufficient quantities to place them under the scope of 29 CFR 1910.119 - Process Safety Management of Highly Hazardous Chemicals. The two products most likely to be found in amounts above the threshold quantity (TQ) at these sites are anhydrous ammonia (10,000 lbs. TQ) used for refrigeration and chlorine (1,500 lbs. TQ) used for water treatment. CSHOs shall interview the appropriate management representative to determine:
- i. If any process at the site uses hazardous chemicals at or above the threshold quantities listed in Appendix A of 29 CFR 1910.119.
 - ii. If any process at the site uses a flammable liquid with a flashpoint below 100 °F, as determined in accordance with Appendix B to 29 CFR 1910.1200, Physical Hazard Criteria, paragraph B.6.3, or a Category 1 flammable gas, as defined in accordance with Appendix B to 29 CFR 1910.1200, in quantities of 10,000 pounds or greater (excluding the quantity maintained in an atmospheric storage tank).
 - iii. If the results of the screening interview indicate that highly hazardous chemicals listed in 29 CFR 1910.119 are present at or above the threshold quantity or if a flammable liquid or gas is present in a quantity at or above 10,000 pounds, CSHOs will determine if the employer has developed and implemented a process safety management program.

- iv. If CSHOs confirm or suspect a site may be covered by 29 CFR 1910.119, they will consult with their area office management team regarding a referral for a process safety management inspection of the site.
 - v. If CSHOs have any questions regarding 29 CFR 1910.119, they should contact Area Office managers.
- e) **Hazard Communication.** CSHOs will evaluate the employer's use of chemicals in the work environment for compliance with 29 CFR 1910.1200 - Hazard Communication. CSHOs will use CPL 02-02- 079, Inspection Procedures for the Hazard Communication Standard (HCS 2012), as guidance. CSHOs will determine compliance with OSHA's HCS requirements for safety data sheets (SDSs), labeling and worker training.
- f) **Machine Guarding/Lockout-Tagout (Control of Hazardous Energy).** Employee contact with or entrapment in moving machine parts have resulted in serious injuries, including deaths at several NAICS 311615 sites. CSHOs will:
- i. Evaluate the employer's process for the inspection and evaluation of new and/or rebuilt machinery to identify and correct hazards before the machinery is released for routine operation in accordance with 29 CFR 1910.147 and OSHA CPL 02-00-147. The control of Hazardous Energy - Enforcement Policy and Inspection.
 - ii. Evaluate the employer's process for preventative maintenance/periodic self-inspection of production, facility, and shop machinery to identify and correct hazards.
 - iii. Evaluate the employer's control of hazardous energy during machine setup, maintenance, and repair activities for compliance with the requirements of 29 CFR 1910.147 - Control of Hazardous Energy.
 - iv. Conduct a walk-through inspection of the employer's site to evaluate the adequate guarding of machinery hazards. The inspection should include any shift where operations and tasks may expose workers to unguarded equipment, all production areas, equipment rooms and any maintenance or fabrication shops. This inspection should include, but not be limited to:
 - v. Conveyors; Cone-Lines; and product moving equipment, such as shackles.
 - vi. Points-of-operation guarding, including in-running nip- points, cutters, shears, saws, presses, lathes, etc.
 - vii. Mechanical transmission devices: gears, shafts, pulleys, and belts, etc.
 - viii. Robotic equipment.
- g) **Biological Hazards.** Because biological hazards are widespread in this industry, CSHOs will assess incidence and controls of biological hazards such

as, but not limited to, campylobacter, psittacosis, and histoplasmosis, through review of medical and first aid logs and through employee interviews. Additional guidance is available in CPL 02-01-050 - 29 CFR Part 1910, Subpart I, Enforcement Guidance for Personal Protective Equipment in General Industry.

Observe worker hygiene practices and facility housekeeping measures, and review employer's compliance with the sanitation requirements of 29 CFR 1910.141(b)(1)(iii) if drinking water is provided for employees near any live-hang areas.

C. Recording in OIS

Current instructions for completing Inspection, Complaint, Fatality, and Referral Forms shall be applied when recording inspections under this REP.

- a) The Inspection Report for any inspection expanded or scheduled under this REP shall be marked as **"POULTRY6"** under local emphasis.
- b) The Un-programmed Activity (UPA) / Fatality for any incident-related poultry processing hazards shall be marked as **"POULTRY6"** in the appropriate field.
- c) The UPA/Complaint for any complaint related poultry processing hazards shall be marked as **"POULTRY6"** in the appropriate field.
- d) The UPA/Referral for any referral related poultry processing hazards shall be marked as **"POULTRY6"** in the appropriate field.
- e) All inspections will be coded "N 02 Poultry". [Inspection Guidance for Poultry Slaughtering and Poultry Processing Establishments](#).
- f) All inspections where ergonomic hazards have been addressed shall be coded "N 03". [OIS Coding of Ergonomic Enforcement Activity](#).
- g) All other applicable OIS codes shall be applied, as appropriate.

XI. Evaluation.

The Regional office will evaluate the impact of the REP at the midpoint of the program as well as at the expiration. Information and data from OIS along with input from the Area Directors will be used in program reports. In addition, the following factors should also be included:

- a) The number of inspections where poultry processing hazards were evaluated and total number and percent violations that are serious, willful, or repeat.
- b) The number and classification of violations for the following hazards:
 - Ergonomics
 - PSM
 - Recordkeeping or medical records
 - Lockout/Tagout

- Machine guarding
 - Electrical
 - Confined space
 - Hexavalent chromium
 - Hazard Communication
 - PPE
 - OSHA Section 5(a)(1)
- c) The number of hazard alert letters (HALs) issued for hazards not addressed by OSHA standards such as the following:
- Ergonomic conditions
 - Heat
 - Workplace violence
 - Biological hazards
 - Chemicals without an OSHA permissible exposure limit (PEL), such as Peroxyacetic acid (PAA), also known as Peracetic acid.
- d) Annual number of poultry processing fatalities, hospitalizations, amputations, and serious incidents.
- e) The number of un-programmed activities concerning poultry processing conducted annually.
- f) The number of employees covered during enforcement and outreach activities.
- g) Narrative that describes the impact outreach activities may have had for employers and employees.
- h) Abatement measures implemented, if novel and innovative.

XII. Outreach.

All REPs must contain an outreach component that must be executed throughout the effective period of the program. The method of outreach is at the Area Directors discretion and can consist of one or more of the following:

1. Broadcast mail-outs or program information.
2. Stakeholder meetings.
3. Targeted training sessions.
4. Presentations to the affected group(s).

The outreach component selected should be conducted prior to the start of the enforcement inspection portion of the REP and ongoing for REP renewals. The timing of this should be sufficient to ensure that employers have been provided fair notice of the program and opportunities to achieve voluntary compliance, usually 90 days. These outreach efforts should be coordinated with or include the consultation program for that area. All outreach efforts must be documented and kept as part of the Area Office documentation for the REP and the relevant inspection cycles.

Information relevant to industry includes the following:

1. OSHA and USDA poster for poultry workers' rights, Protect Your Health - Report Your Injuries and Illnesses. OSHA 3769-02 2015.
<https://www.osha.gov/Publications/OSHA3769.pdf>
2. OSHA's safety and health topics webpage, Poultry Processing. [Poultry Processing - Overview | Occupational Safety and Health Administration \(osha.gov\)](https://www.osha.gov/poultry-processing-overview)
3. OSHA Publication, Guidelines: Prevention of Musculoskeletal Injuries in Poultry Processing, OSHA 3213-12R 2013.
<https://www.osha.gov/Publications/OSHA3213.pdf>
4. CDC Campylobacter. [Campylobacter \(Campylobacteriosis\) | Campylobacter | CDC https://www.cdc.gov/campylobacter/faq.html](https://www.cdc.gov/campylobacter/faq.html)

Appendix A

Letter to Stakeholder

Date

Company

Name

Address

Dear Stakeholder:

The United States Department of Labor/Occupational Safety and Health Administration (OSHA), Region VI, has developed a local outreach, education, prevention, and inspection program pertaining to employers who may have poultry processing facilities, located in Arkansas, Louisiana, Oklahoma, Texas, and New Mexico. We will be conducting outreach efforts to employers in order to raise awareness of the hazards related to poultry processing operations. We are writing to invite you to participate in our future outreach efforts and to begin evaluating your workplaces to identify and remove hazards.

The intent of this emphasis program is to encourage employers to take steps to address and correct these hazards in poultry processing facilities thereby reducing potential injuries, illnesses and death to their workers. Hazards associated with poultry processing operations include, ergonomics, Process Safety Management (PSM), lockout-tagout, machine guarding, electrical, walking/working surfaces, chemical hazards, biological hazards, and confined-space, among others. OSHA in Region VI proposes to accomplish this through outreach and enforcement activities. Outreach activities will include letters to employers; training sessions; electronic information sharing activities; public service announcements and other outreach with stakeholders. Enforcement activities will begin not sooner than three months after outreach begins and will include, but not be limited to, the on-site inspection and review of production operations; working conditions; records; safety and health programs; chemical handling and use; and process safety management systems. A comprehensive recordkeeping review will also be conducted, to include an extensive evaluation of the employer's protocol for medical treatment to ensure all cases are appropriately recorded in the site OSHA-300 injury and illness log.

Small employers may contact the On-Site (State) Consultation Program for a free confidential safety and health consultative visit. The consultation program, funded primarily by federal OSHA, provides safety and health consultative services to help employers establish and maintain a safe workplace by coming into compliance with OSHA's regulations. Although the consultants' findings are confidential, employers are required to correct any serious hazards they observe on their visit. Information related to the On-Site Consultation Program may be found at the OSHA website, www.OSHA.gov.

The mission of OSHA is to ensure that working men and women arrive home safe each night from their place of employment. Together, we can accomplish this task. OSHA shares each employer's goal of reducing occupational injuries and illnesses to the maximum extent practical.

Should you wish to participate with us in our efforts or if you have any questions or comments, please contact me at (xxx) xxx-xxxx. More information on hazards and means of control in the poultry industry are available at <https://www.osha.gov/poultry-processing>. We look forward to working with you toward this common objective.

Sincerely,

Area Director (xxxx)