

Arizona Occupational Safety and Health

Congress created the federal Occupational Safety and Health Administration (OSHA) to assure safe and healthful working conditions for working men and women by setting and enforcing standards and by providing training, outreach, education, and assistance. The [OSH Act](#) covers most private sector employers and workers in all 50 states and the District of Columbia. Many states have job safety and health programs that are operated directly through OSHA and subject to OSHA standards.

Other states, including Arizona, have an OSHA-approved [State Plan](#) covering private sector employees. State Plans are OSHA-approved job safety and health programs operated by individual states instead of federal OSHA.

State Program

- The [Arizona Division of Occupational Safety and Health](#) (ADOSH) is a division of the Industrial Commission of Arizona.
- ADOSH covers most private-sector employers in the state. The [U.S. Occupational Safety and Health Administration](#) (OSHA) has jurisdiction over certain employers not covered by ADOSH.
- ADOSH is an [OSHA-approved occupational safety and health program](#). OSHA-approved programs must set job safety and health standards that are at least as effective as the [comparable standards](#) included in the federal OSH Act. Arizona also enforces some state-specific standards regarding (among other things) hand and portable powered tools and other hand-held equipment, agriculture, and commercial driving operations.
- ADOSH provides [consultative services](#) to employers and employees within the state. These services are provided free of charge and there are no citations issued when identified hazards are promptly corrected.

Program Authority Update

On April 20, 2022, OSHA [announced](#) its proposal to reconsider and revoke the final approval of Arizona's State Plan. This comes in response to the decade-long pattern of Arizona failing to adopt and enforce policies that are at least as effective as federal OSHA regulations. The proposal will be published in the Federal Register for public inspection on April 21, 2022. OSHA has set May 26, 2022 as the deadline for the public to submit comments on the proposal to revoke Arizona's state plan.

State Plans are OSHA-approved job safety and health programs operated by individual states rather than federal OSHA. OSHA encourages states to develop and operate their own programs. OSHA approves and monitors all State Plans, as well as provides up to 50% of these programs' funds. However, OSHA also has the authority to revoke final approval and reinstate federal concurrent authority over occupational safety and health issues covered by a State Plan if the agency determines that the program is failing to comply with its obligation to remain at least as effective as federal OSHA regulations.

OSHA has grown increasingly concerned that actions by the Arizona State Plan suggest the state is either unable or unwilling to maintain its commitment to provide a program for worker safety and health protection as required. Specifically, Arizona has failed to adopt adequate maximum penalty levels, occupational safety and health standards, National Emphasis Programs and the COVID-19 Healthcare Emergency Temporary Standard.

OSHA will initiate the process for revoking Arizona's State Plan by publishing the notice and proposal in the Federal Register. This notice does not make any substantive changes to the Arizona State Plan, nor does it give federal OSHA the authority to enforce occupational safety and health standards in Arizona at this time. After the notice's commentary period ends, OSHA will review comments and testimony. From there, the agency will publish a second Federal Register notice announcing its decision regarding the Arizona State Plan.

Reporting Requirements

All employers must report to ADOSH all workplace accidents as follows:

- All work-related fatalities within 8 hours following the incident.
- All work-related inpatient hospitalizations, all amputations, and all losses of an eye within 24 hours.

Note: Only fatalities occurring within 30 days of the work-related incident must be reported to ADOSH. Further, for an in-patient hospitalization, amputation or loss of an eye, these incidents must be reported to ADOSH only if they occur within 24 hours of the work-related incident.

You can report to ADOSH by:

- Calling ADOSH's free and confidential number at (602) 542-5795 or toll-free at (855) 268-5251.
- Calling the ADOSH Phoenix Office at (602) 542-5795 or Tucson Office at (520) 628-5478 during normal business hours (8:00 a.m. to 5:00 p.m.).
- Filling out the form provided [here](#), saving it onto your own computer, and then either faxing it to (602) 542-1614 or attaching it to an email that you can create [here](#).

Recordkeeping Requirements

Employers with more than 10 employees and whose establishments are not classified as a partially exempt industry generally must record work-related injuries and illnesses that [meet certain criteria](#) using OSHA Forms 300, 300A and 301, [available here](#). [Click here](#) for a list of partially exempt industries. Employers with 10 or fewer employees—regardless of their industry classification—are exempt from the requirement to routinely keep records of worker injuries and illnesses.

Covered employers must also **electronically submit** injury and illness data to OSHA that they are already required to record on their OSHA injury and illness forms, as follows:

- Establishments with **250 or more employees** in industries covered by the recordkeeping regulation must submit information from their 2018 Forms 300A by March 2, 2019.
- Establishments with **20-249 employees** in [certain high-risk industries](#) must submit information from their 2018 Forms 300A by March 2, 2019.

The [OSHA Recordkeeping Advisor](#) is an online tool that may help employers understand their responsibilities to report and record work-related injuries and illnesses under federal law. Employers should also be sure to comply with any state-specific requirements for recordkeeping.

More Information

For more information on workplace safety and health, please contact the [Arizona Division of Occupational Safety and Health](#) or the Federal [Occupational Safety & Health Administration](#).

Please Note: The state laws summaries featured on this site are for general informational purposes only. In addition to state law, certain municipalities may enact legislation that imposes different requirements. State and local laws change frequently and, as such, we cannot guarantee the accuracy or completeness of the information featured in the State Laws section. For more detailed information regarding state or local laws, please contact your state labor department or the appropriate local government agency.