



# Ergonomics

Real People

Real Problems

Real Solutions

## *OSHA Ergonomics Chronology*

*Feb/March, 2001*

OSHA Ergonomics Program Standard vacated through CRA

*Congressional  
Review  
Act*

November 14, 2000

OSHA issues Ergonomics Program Standard.

August 10, 2000

Ergonomics record closes.

July 7, 2000

Informal public hearing on the proposal held in Atlanta, Ga. regarding economic impact on state and local governments, the U.S. Postal Service and railroads.

May 22, 2000

OSHA seeks comments on the economic impact of ergonomics proposal on the state and local governments, USPS and railroads.

May 8-12

Informal public hearings on the proposed rule extended in Washington, D.C.

April 11, 2000

Informal public hearings on the proposed rule begin in Chicago, Ill.

March 21, 2000

Informal public hearings on the proposed rule begin in Portland, Ore.

February 22, 2000

Informal public hearings on the proposed rule begin in Washington, D.C.

January 24, 2000

Notice of Intention to Appear at hearings must be postmarked.

November 23, 1999

OSHA publishes proposed ergonomics standard for comment in the Federal Register.

- September 9, 1999  
11th regional ergonomics best practices conference held in Silver Spring, Md.
- April 30, 1999  
SBREFA panel report submitted to OSHA Assistant Secretary.
- February 19, 1999  
OSHA begins small business review of its draft ergonomics rule, makes draft regulatory text available to stakeholders.
- September 24-25, 1998  
OSHA holds stakeholder meetings on ergonomics rulemaking in Washington, D.C.
- July 23, 1998  
OSHA holds stakeholder meeting on ergonomics rulemaking in Atlanta, Ga.
- July 21, 1998  
OSHA holds stakeholder meeting on ergonomics rulemaking in Kansas City, Mo.
- March 16, 1998  
OSHA releases video entitled "Ergonomic Programs That Work."
- February 4-6, 1998  
OSHA holds stakeholder meetings on ergonomics rulemaking in Washington, D.C.
- October, 1997  
Congress allows OSHA to work on ergonomics in Fiscal Year 1998 but prohibits issuance of any proposed or final standard or guidelines; House Conference Report says this will be last time OSHA's work on an ergonomics standard is restricted.
- April 28, 1997  
OSHA launches ergonomics page on the Internet.
- January 8-9, 1997  
OSHA/NIOSH conference on successful ergonomics programs held in Chicago, Ill.
- October, 1995  
Congress prohibits use of OSHA Fiscal Year 1996 funds to issue proposed or final ergonomics standard or guidelines.
- July, 1995  
Congress prohibits use of OSHA Fiscal Year 1995 funds to issue proposed or final ergonomics standard or guidelines.

March, 1995

OSHA begins series of meetings with stakeholders to discuss outline of draft ergonomics standard.

August 3, 1992

Advance Notice of Proposed Rulemaking on ergonomics published requesting comments by February 1, 1993.

January 15, 1992

OSHA begins a special emphasis inspection program on ergonomics in meatpacking.

August 13-15, 1991

Three-day course for red meat industry covering ergonomics guidelines and medical management of cumulative trauma disorders offered by OSHA to the public in Washington, D.C.

July 29, 1991

OSHA publishes a 24-page booklet, "Ergonomics: The Study of Work," as part of a nationwide educational and outreach program to raise awareness and reduce cumulative trauma disorders.

1990s

Through the 90s OSHA signed 11 more corporate-wide settlement agreements to bring ergonomic programs to nearly half a million workers.

November 20, 1990

OSHA/UAW/GM sign agreement bringing ergonomics programs to 138 GM plants employing more than 300,000 workers.

Fall 1990

Then Secretary of Labor, Elizabeth Dole, emphasizes need to eliminate hazards of ergonomic-related disorders. OSHA creates Office of Ergonomics Support.

August 30, 1990

The agency publishes ergonomics guidelines for the red meat industry, "Ergonomics Program Management Guidelines for Meatpacking Plants."

July 23, 1990

OSHA/UAW/Ford corporate-wide settlement agreement commits Ford to reduce ergonomic hazards in 96 percent of its plants through model ergonomics program.

July 2, 1990

Directive CPL 2.88 "Information Dissemination System for Ergonomic Inspections and Consultative Visits Resulting in Significant Benefits" issued.

November 2, 1989

OSHA/UAW/Chrysler sign corporate-wide settlement agreement for comprehensive ergonomics program to control cumulative trauma disorders at five auto assembly plants.

July 7, 1989

OSHA cites Ford's Lansdale, Pa., assembly plant for ergonomic hazards.

May 1, 1987

OSHA cites Chrysler plants in Belvedere, Ill.; St. Louis, Mo. (two); Newark, Del.; and Toledo, Ohio for recognized ergonomic hazards.

April 21, 1987

Comments on manual lifting extended to June 30, 1987, scope of concern extended from general industry only to all industries.

February 9, 1987

OSHA issues directive CPL 2.78 establishing regional ergonomics coordinators to provide technical assistance to OSHA area offices, consultation programs and state programs and mandating training for compliance staff.

October 2, 1986

OSHA requests information by Jan. 30, 1987, on reducing back injuries in general industry resulting from manual lifting.

May 16, 1986

OSHA begins a pilot program to reduce back injuries through review of injury records during inspections and recommendations for training or job redesign using NIOSH's Work Practices Guide for Manual Lifting.

August 16, 1983

The OSHA Training Institute offers its first course on ergonomics.

Early 1980s

OSHA begins discussing ergonomic issues with labor, trade associations and professional organizations.

1979

First ergonomist joins OSHA.

## AN OVERVIEW OF THE OSHA ERGONOMICS PROGRAM FINAL RULE

### SUMMARY of the SUMMARY:

The Ergonomics Program Final Rule requires employers to evaluate jobs where musculoskeletal disorders occur. If the job meets an “Action Trigger”, as defined by the OSHA Basic Screening Tool, the employer must analyze the job to determine if it poses an MSD hazard. If it poses an MSD hazard, an ergonomics program must be implemented for that job. The ergonomics program must include management leadership, employee participation, MSD Management, job hazard analysis, hazard reduction and control measures and training

### SUMMARY:

On November 14, 2000 OSHA published the Ergonomics Program Final Rule which became effective on January 16, 2001. One of the primary components of the ergonomics standard is the evaluation of musculoskeletal disorders (MSDs) to determine if they are (1) an “MSD incident” and (2) plausibly related to the employees’ job.

An MSD is an MSD incident if it is work related and (1) requires days away from work, restricted work, or medical treatment (other than first aid), or (2) involves MSD signs and symptoms that last 7 consecutive days after first report. The employer is responsible for the MSD incident if the employee is exposed at least one day/week to risk factors at levels (“Action Trigger”) described in the OSHA “Basic Screening Tool” as defined below:

Repetition:	repeating the same motions every few seconds for 2 hours, or using a data entry device steadily for more than 4 hours/day.
Force:	lifting more than 75 pounds at any one time or pushing/pulling with more than 20 pounds more than 2 hours/day.
Awkward Posture:	repeatedly raising or working with the hands above the head or working with the back, neck or wrists bent for more than 2 hours/day.
Contact Stress:	using the hand or knee as a hammer more than 10 times/hour more than 2 hours/day.
Vibration:	using tools with high vibration levels more than 30 minutes/day or tools with moderate vibration levels more than 2 hours/day.

If the job meets an “Action Trigger” the employer must for the job (and other jobs in the establishment which are the “same”, implement an ergonomics program which includes the following components:

- Management leadership
- Employee participation
- MSD Management
- Job hazard analysis
- Hazard reduction and control measures
- Training

Employers can analyze the job with one of nine below noted tools, which are specifically mentioned in the OSHA standard, or any “reasonable method appropriate to the job and risk factors.”

- Job Strain Index,
- Revised NIOSH Lifting Equation,
- Snook Push/Pull Hazard Tables,
- Rapid Upper Limb Assessment,
- Rapid Entire Body Assessment,
- ACGIH Hand/Arm (Segmental) Vibration Threshold Limit Value,
- UAW-GM Risk Factor Checklist, and
- Appendix B of the Washington State Ergonomics Standard