



Multi-Employer Worksites



Do you run a Multi-Employer site?

If so, you **NEED** to know when you are subject to OSHA laws that impact you.

A “multi-employer” site is a workplace in which full-time, part-time, temporary, or contract employees that report to different employers are working together onsite.

Many large-scale construction sites containing teams of general contractors and subcontractors are perfect examples of multi-employer job sites.

Understandably, multi-employer sites can complicate regulatory compliance and make it difficult for employers and their workers to understand their specific safety responsibilities.

This is why it is SO important to know your responsibilities.

OSHA breaks employers down into the following four categories:

THE CREATING EMPLOYER

Is the employer who caused a hazardous condition that violates an OSHA standard. A creating employer can be cited in instances where none of its employees are exposed to the hazard, but employees of other employers are exposed. A creating employer can avoid an OSHA fine by simply addressing the hazard(s) it created and complying with the applicable OSHA regulation.

THE EXPOSING EMPLOYER

Is one whose own employees are exposed to the hazard. If the Exposing Employer also created the violation, they are citable for the violation as a creating employer. However, if the violation was caused by another employer, the exposing employer is still citable if they knew of the hazard or failed to exercise due diligence to discover it and protect employees.

THE CONTROLLING EMPLOYER

Are employers with supervisory authority over the jobsite and they can correct OSHA violations or they can require others to correct the hazards. The Controlling Employer is not normally required to inspect for hazards as frequently as or to have the same trade expertise or knowledge of the applicable standards as the subcontractor it has hired.

THE CORRECTING EMPLOYER

Is responsible for correcting a hazard on-site. They most often are the employer given the responsibility of providing and maintaining safety equipment or devices for the project. Correcting employers can be cited for OSHA violations even in instances in which its employees are not exposed to the hazardous condition. To avoid a citation, the correcting employer must prove they used reasonable care to identify and resolve hazards in the workplace.

For more information:

<https://adms.apps.lara.state.mi.us/File/ViewDmsDocument/12774>



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