

OSHA WHISTLEBLOWER STAKEHOLDER MEETING

October 19, 2022

Minutes

The OSHA Whistleblower Stakeholder Meeting was called to order by Rob Swick at 1:03 PM ET on Wednesday, October 19, 2022. The meeting was held via Teams and a conference line.

The following members of the public were present:

First Name	Last Name	Job Title	Company
Adele	Abrams	President	Law Office
Mark	Ames	Director, Government Relations	AIHA
Jan	Aune	Attorney and Owner	The Law Office of Jan T. Aune
Charles	Avery	Investigator	Iowa OSHA
Peter	Barberena	Safety Manager	Elite Wall Systems LLC
Tamara	Baucom	Civil Engineer III	RGE Engineering, LLC
Megan	Benjamin	Associate Director of Member Benefits	Actors' Equity Association
Cristin	Bernhardt	Regulatory Coordinator	Virginia Department of Labor and Industry
Mike	Bille	Compliance Manager	Freight Management Group Inc
Gizele	Bombardier	Health and Safety Project Coordinator	Brazilian Worker Center
Danny	Boyles	Retired	United Transportation Union
Jennifer	Burns	Quality Control Manager/ AISC Rep	SEK Construction, LLC
Ana	Cammarata	Safety Consultant	Ohio Bureau of Workers' Compensation
Josie	Chavez	Employment Counselor	Minnesota Department of Employment and Economic Development
Josh	Coleman	Safety/Training Manager	Macuch Steel Products, Inc.
Karen	Collins	Discrimination Investigator	State of New Mexico
Matthew	Crouse	Advisor	UL Solutions
Thomas	Dash	Whistleblower Investigator	Virginia Department of Labor and Industry
Michelle	Deem	Whistleblower Investigator	Vermont Occupational Safety and Health Administration
Tori	Dickey	General Engineer - Inspector	Pipeline and Hazardous Materials Safety Administration
Tom	Duffy	Health and Safety Specialist	United Steelworkers

Jillian	Dupuis	SCO	George Mason University
Marc	Edayadi	Intern	House Committee on Education and Labor
Ana	Elizondo	Housekeeping	Acuña Carpentry and Painting LLC
Mike	Elliott	Retired	Retired
Charles	Elmore	Operations Compliance Manager	JLL
Samantha	Feinstein	Staff Attorney & Director, International Program	Government Accountability Project
Teresa	Fox	Regional Safety & Health Coordinator	Washington State Department of Labor and Industries
Tim	Fuller	Corporate Safety Manager	MAU
Billie	Garde	Attorney	Clifford & Garde, LLP
Jackie	Garrick	President CEO	Whistleblowers of America
Elizabeth	Geiger	EH&S	Raytheon
Isaac		Safety Manager	Durable Surfaces
William	Groshell	Oregon State Letter Carriers President	National Association of Letter Carriers
Silvia	Hernandez	Organizadora	SoCal COSH
Kathleen	Hildebrandt	Organizer	Amazon FMLA/ADA Discriminatory Practices Unite
Kathleen	Hildebrandt	Organizer	Amazon FMLA/ADA accommodations
Kim	Jeffers-Whitaker	Director of HR&RM	Anderson County
Brianna	Jordan	Investigator	Washington Department of Labor & Industries
Laura	Karr	Associate General Counsel	Amalgamated Transit Union
Devin	Kiehn	Safety Coordinator	Advanced Contracting Group
Holly	Lawrence	Standards and Technical Assistance Manager	Utah Occupational Safety and Health
Jonelle	Lewis	Enrollment Advisor	Pearson
Wendy	Linn	Environmental & Sustainability Specialist	Vallourec
Debora	Lion dias		Connecticut Worker Center
Holly	Lutz	Attorney	Law Offices of Holly Lutz, LLC
Mark	MacNichol	International Representative	International Brotherhood of Electrical Workers (IBEW)
Brad	Malone	NA EHS Manager	AGCO Corporation
Scott	Martin	OSH Programs Manager	General Services Administration
Ivonne Elizabeth	Martinez Delgado	Coordinadora de sistemas de gestion	ingenio tres valles sa de c v
Robert	McGinn	Regional Environmental Compliance Coordinator	U.S. Fish and Wildlife Service
Perla	Mojica	Human Resources	Lucky Companies

David	Mullen	Director, Safety & Health	IBEW
Ric	Newell	Safety Director	Wynn Las Vegas
Casey	O'Neil	Compliance Manager	Curative
Jamie	Oswald	EHS Coordinator	Motus Integrated
Robert	Owens	Health and Safety and Research and Development	Rath Inc. and Rath LLC
Carl	Parker	OI Business Partner	SGS North America Inc
Micshall	Patrick	Owner	Evans Safety Consultants
Nicole	Paulette	Vice President	Elevated Services, LLC
Manny	Peralta	Director of Safety and Health	National Association of Letter Carriers
John	Pietuszka	Discrimination Manager	Tennessee Occupational Safety and Health Administration
Ana	Popovich	Reporter	Whistleblower Network News
Zahra	Qarni	Policy Analyst	Virginia Department of Labor and Industry
Lenita	Reason	Executive Director	Brazilian Worker Center Inc
Rosa	Robles	Solutions generalist	Petco
Ing. Oswaldo Ramiro	Rodriguez Torres	Operaciones	Andes Petroleum
Oswaldo	Rojas	Safety Advisor	MEMCO Staffing
Bruce	Rolfesen	Writer	Bloomberg Law - DLR
Leiby	Ruiz	Food Safety Manager	Katsiroubas Bros.
Eddie	Runyon	OSH Discrimination Investigator	Kentucky Education and Labor Cabinet
Chris	Saksa	Safety Manager	Rehrig Pacific Company
Steve	Sallman	Director of Health, Safety & Environment	United Steelworkers (USW)
John	Shofi	Managing Director	Guidepost Solutions, LLC
Nelson	Sierra	Human Resource Director	Universal Investment
Prashant	Singh	Economist	Surface Transportation Board
James	Stem	Director	Transportation Safety Culture, LLC
Ann Marie	Svolos	Director, Risk, Regulatory & Compliance	Hoag Orthopedic Institute
Tania	Vazquez	Safety Coordinator	Perfect Blend
Brian	Walsh	Director, Labor and Employment Policy	National Association of Manufacturers
He	Wen	Student	Mun
Mike	Yoder	Director of Environmental & Safety	ProVia
Qarni	Zahara	N/A	N/A
Rick	Chick	N/A	N/A
Juan	Cabreja	N/A	N/A

Charles	Elmore	Operations Compliance Manager	JLL
Michelle	Bourke	Occupational Health and Safety Specialist	LivaNova
Patricia	Brown	Regional Investigator (Retired)	OSHA, Region X (Retired)

The following U.S. Department of Labor (DOL) staff were present:

First Name	Last Name	Job Title	Agency and Division
Peter	Barletta	Compliance Assistance Specialist	OSHA, Region I
Otis	Barrett	Investigation Specialist	OSHA, Directorate of Whistleblower Protection Programs (DWPP)
Philippe	Blancato	Investigation Specialist	OSHA, DWPP
Dale	Caldwell	Program Analyst	OSHA, DWPP
Andrea	Carlson	Investigation Specialist	OSHA, DWPP
Martha	Collins	Investigation Specialist	OSHA, DWPP
Lily	Colon	Assistant Regional Administrator for Whistleblower	OSHA, Region IV
Chris	Covell	Regional Investigator	OSHA, Region IV
Arnold	De La Cruz	Investigation Specialist	OSHA, DWPP
Trey	Drews	Regional Investigator	OSHA, Region IX
Jaime	Espitia	ADR Coordinator	OSHA, Region III
James	Frederick	Deputy Assistant Secretary	OSHA, OAS
Jason	Gere	Assistant Director	OSHA, Division of Training & Technical Development
Megan	Guenther	Counsel for Whistleblower Programs	DOL Office of the Solicitor, Fair Labor Standards Division
Emily	Hargrove	Senior Policy Advisor	OSHA, OAS
Tina	Jones	Director	OSHA, Directorate of Cooperative and State Programs, Office of Outreach Services and Alliance
Lemaya	Jones-Mullins	Regional Supervisory Investigator	OSHA, Region IV
Ariel Z	Kandel Goldberg	Intern	OSHA, Region IV

Denise	Keller	Assistant Regional Administrator for Whistleblower	OSHA, Region V
Jared	Klein	Regional Investigator	OSHA, Region IX
Lee	Martin	Director	OSHA, DWPP
Steven	Miller	Writer-Editor	OSHA, Office of Communications
Douglas	Parker	Assistant Secretary	OSHA, OAS
Matthew	Parra	Assistant Regional Administrator for Whistleblower	OSHA, Region IX
Anthony	Rosa	Deputy Director	OSHA, DWPP
Kristen	Rubino	Assistant Regional Administrator for Whistleblower	OSHA, Region I
Andres	Saldana	Safety & Occupational Health Manager (Grant/Partnerships)	OSHA, Region V
Meghan	Smith	Program Analyst	OSHA, DWPP
Christine	Stewart	Division Chief	OSHA, DWPP, Division of Policy, Planning, and Program Development
Paula	Story	Labor Liaison	OSHA, Region IV
Rob	Swick	Division Chief	OSHA, DWPP, Division of Field Operations
Nathan	Terwilliger	Regional Supervisory Investigator	OSHA, Region V
Jim	Touey	Labor Liaison	OSHA, Region III
Ryan	Tremain	Office of Physical Hazards & Others	OSHA, Directorate of Standards and Guidance
Linda	Wiles	Attorney	DOL, Office of the Solicitor, Occupational Safety and Health Division
Justin	Williams	Regional Investigator	OSHA, Region VI
Eric	Wollan	Compliance Assistance Specialist	OSHA, Region VIII
Brian	Wood	Compliance Assistance Specialist	OSHA, Region VII

Douglas L. Parker, Assistant Secretary for Occupational Safety and Health

Assistant Secretary Parker thanked everyone for attending DWPP's 10th stakeholder meeting. He noted that OSHA believes it crucial that all workers feel comfortable in bringing safety issues to the attention of their supervisors and management and to OSHA when they believe that they have experienced retaliation. It is vital that workers understand the importance of the role they play in bringing to light illegal, unethical, or dangerous business practices under the various statutes that may have otherwise gone unnoticed. The Assistant Secretary stated that he recently met with a number of workers, (mostly

immigrant workers) and heard firsthand the consequences of when there is a breakdown in the system and workers are retaliated against without reporting.

The Assistant Secretary outlined that the goal of today's meeting is to get input on two important questions: How OSHA can deliver better whistleblower customer service and what type of assistance can OSHA provide to help explain the agency's whistleblower laws to employees and employers (i.e. outreach)? We are listening for candid feedback in order to improve our processes and outreach and we do make changes based on the conversation and feedback from stakeholder meetings. Some past changes include the development of clearer instructions on how to file whistleblower cases from our last trucking stakeholder meeting; updating our internal training for correspondence based on comments we received from the financial industry meeting; updating our policy on deferrals in the Whistleblower Investigations Manual (WIM). and providing more internal training for investigators based on input from the aviation meeting. We have also added FAQ's on immigration status to our website based on information from migrant worker groups, and we have updated our retaliation webpage based on discussions from a prior stakeholder meeting.

Our recently updated WIM focuses on balancing efficiency and quality during our investigations by streamlining procedures and ensuring smooth communication between OSHA and the parties in the case. We are always seeking ways to improve.

Lee Martin, Director, Directorate of Whistleblower Protection Programs (DWPP), OSHA

Mr. Martin noted that the agency has received a lot of useful feedback at those meetings and hopes to receive more at this meeting as well.

We will be taking notes on all of your input and will upload this information to regulations.gov in the docket. In addition, we will also upload any written comments you have to the docket for the record. Materials for this meeting and past meetings can be accessed at www.regulations.gov and typing "osha-2018-0005" in the search bar. Minutes from past meetings are also available on our website, www.whistleblowers.gov.

We're looking forward to hearing all of your input on how we can improve.

Rob Swick, Division of Field Operations, DWPP, OSHA

Mr. Swick provided the ground rules for the meeting:

- Comments should reflect the commenters' experience with whistleblower cases.
- Limit remarks to a maximum of 5 minutes.
- When discussing a whistleblower case, do not state either the respondent's or complainant's name. Talk generally about your experience without giving case-specific details.

Silvia Hernandez, Organizadora, SoCal COSH

Ms. Hernandez explained that many workers are afraid to provide personal information and request to remain anonymous for fear of reprisal as most do not have unions or organizations representing them. Furthermore, if workers do not give their names when they make a safety complaint, they won't get

information on how it's resolved. The agency needs to have a clear explanation on this point. How can we explain to the workers that it's important to give your name?

Adele Abrams, Firm President, Law Office of Adele L. Abrams, P.C.

Ms. Abrams began by introducing herself. She is an attorney and a professor of employment law at the University of Colorado Boulder and Catholic University. She is an associate safety professional. Ms. Abrams does a lot of MSHA training involving miners' rights and supervisor responsibility pursuant to their training requirements, which gives in depth background for all new workers and supervisors on Section 105c of the Mine Safety and Health Act (Mine Act) which has similarities with Section 11(c) of the Occupational Safety and Health Act (OSH Act). This training provides in depth background for all new workers and supervisors under the Mine Act. There is no similar requirement under the OSH Act for workers and employers to receive training on their rights and responsibilities. Ms. Abrams was not suggesting a rulemaking on this issue but recommended that this approach be encouraged in OSHA outreach. There needs to be training on this, not just a paragraph in a manual. For supervisors, it's important to stress that workers are protected under Section 11(c) of the OSH Act.

Ms. Abrams thanked the agency for the new WIM. She noted that very few employers are aware of this document. The WIM is a very important document, not just for enforcement purposes under 11(c), but also for the other many statutes which OSHA has WB responsibilities. She is curious to see whether the upcoming environmental, social, and governance (ESG) regs from the Securities and Exchange Commission will have embedded whistleblower protections which would more likely flow over to OSHA.

Ms. Abrams also commended the agency for providing a lot of good transparent information about how the whole process works. She noted that there may be some issues for people who speak English as a second language.

Ms. Abrams noted that, in the package of information sent out at the beginning of an investigation, there is information about Alternative Dispute Resolution (ADR). As someone who has been getting cases as a mediator, she is a big supporter of ADR and glad to see that introduced early in the process.

In a follow-up comment, Ms. Abrams discussed the need for partnerships with national and local unions. She noted that the agency has a Memorandum of Understanding with the National Labor Relations Board (NLRB). The agreement allows OSHA to refer appropriate cases to the NLRB when Complainants miss OSHA's statute of limitation. This sharing will protect non-union workers as well. The MOU is one of the things that could be better communicated with the unions at all levels. If a worker misses the 30-day filing deadline under the OSH Act, they may be able to take advantage of the 180-day deadline at the NLRB.

William Groshell, Oregon State Letter Carriers President, National Association of Letter Carriers

Mr. Groshell noted that his fellow carriers need to know about OSHA's whistleblower program. Most of the rank and file don't know about it. In most of the facilities, most have the OSHA poster but there is hardly anything about the whistleblower program. Mr. Groshell recommended larger posters for employers to post instead of the standard size. There should be a requirement for employers remind employees on a quarterly basis about their whistleblower rights and where the information is posted.

Issues with injured workers that have workers compensation claims. Section 11(c) should address employers who discourage employees to file workman's comp claims. This should include retaliation against employees who are on probationary status for reporting work related injuries.

Manny Peralta, Director of Safety and Health, National Association of Letter Carriers

Mr. Peralta has concerns involving how new employees are treated. New carriers are given information about the right to file an Office of Workers Compensation (OWCP) claim. What's not clear to new hires are their rights regarding retaliation. Sometimes, they are separated for reporting an injury. New employees are bombarded with information. They are overtrained on some issues and under trained on others. They are threatened with the loss of their employment on the surface. Safety goes out the window. Supervisors are immediately pushing them out the door to work faster and harder. Retaliation against an employee can translate to an immediate loss of their job. There is no grievance process for probationary employees. Employees aren't taught what their avenues are. They are buried with information. The whistleblower protection process is slow and tedious. We need to get the information about the program out to everyone as an element of training that should be expected in order to have a better and safer work environment.

Laura Karr, Associate General Counsel, Amalgamated Transit Union

Ms. Karr noted that OSHA has no better partner than unions for fighting for workers. In order to provide better customer service and outreach, the agency should partner with the unions who have the same objectives and interests at heart. She has talked to one region about improving lines of communication so she can find out when locals are filing complaints with the program. In an ideal world, lines of communication are open within the union structure. Not everything is communicated as promptly as is ideal. Investigators should be partnering with unions. This is a program that OSHA, as a whole, can undertake.

Ms. Karr discussed her experience filing a whistleblower complaint with Cal/OSHA. In that case, they had to work their way through three levels of bureaucracy to get a handle on the status of the case. The complainants themselves had no idea. They weren't getting communications from investigators. The complainants turned to the union to help them resolve the issues. When they reached out to Cal/OSHA, they had to pry the information out. This was notable to her because before she joined this union and worked with mines, on the MSHA side, their investigators are very eager and excited to speak to unions, representatives on the ground, and lawyers partnering on complaints. She recognizes that there are resource disparities between OSHA and MSHA. OSHA has a lot to cover and not enough people to do it. She hopes that when union representatives present themselves as willing to help, they will be welcomed rather than putting up unnecessary walls.

There seem to be limits to what OSHA is willing to share with national unions. If the issue is getting a release, not surprising. Just tell us that and we can take care of it. There needs to be a wholesale attitude shift in treating unions as partners.

Regarding outreach, Ms. Karr encouraged OSHA to develop training materials targeted toward local union officers to understand the OSHA program. This includes information on how to file and what complainants can expect going forward.

Jackie Garrick, President and CEO, Whistleblowers of America

Ms. Garrick spoke about her observations regarding WB with damages and holding perpetrators accountable. She wanted to talk about the results of her research about the psychosocial impacts of WB retaliation along with a WB retaliation checklist.

OSHA's definition of adverse action on the website is inclusive. She has testified before the House Veterans Affairs Committee to have a better definition because their definition is very narrow regarding retaliatory tactics or as she calls it toxic tactics.

She talked about what accountability looks like, how these violations go through OSHA or EEO, and how the funds are not usually recovered by the Government; specifically, to the Justice fund. She mentioned why there is retaliation and why unhealthy organizations engage because they are trying to cover up any sort of violations. She said toxic tactics are used to silence the WB which is oppressive and injurious in nature. When they created the WB retaliation checklist they can correlate to the symptoms of PTSD, depression, anxiety, etc. She further expressed different traits a perpetrator uses when retaliating against an employee such as gaslighting, mobbing, accusing, bullying, devaluing, and shunning, etc.

At the end of the meeting, she provided her company's information for anyone who wanted to reach out. She also reminded everyone that retaliation impacts mental health. Ms. Garrick submitted written comments, which can be found in the docket for this meeting at <https://www.regulations.gov/comment/OSHA-2018-0005-0096>.

Matheus De Moraes, Apprentice Coordinator, Finishing Trades Institute of New Jersey

Mr. De Moraes wanted to focus on his concerns regarding foreign language. He works with a lot of Polish and Portuguese speaking workers. A lot of the membership in his union speak English as a second language and are undocumented. Mr. De Moraes would like to see better outreach for these underserved communities. The agency should communicate with them directly in these languages and make more public announcements to find ways to reach out to them. The agency should utilize social media for public announcements.

Mike Elliott, Retired

Mr. Elliot was a railroad employee for over 16 years. He prevailed on a Federal Railroad Safety Act (FRSA) complaint. He stated that his investigation took seven years, and emphasized that the amount of time investigations take is something OSHA should take a look at. He said the process took seven years, but he eventually prevailed. He said he had a great investigator in OSHA's Seattle Office, but he is concerned about the amount of time it takes to get a result. He stated he eventually kicked out to U.S. District Court in Tacoma, WA. Mr. Elliott suggested OSHA's whistleblower program: 1) create a state participation program with local FRA offices perhaps by speaking to DOT/FRA to help put it together; 2) give OSHA investigators subpoena power, noting that when he went to Federal Court he was able to get a lot of critical evidence he could not get when OSHA was investigating; 3) provide a direct link between field investigators and District Court (for a kick-out) or Administrative Law Judge to share evidence and a synopsis of the case because supervisors are often biased and do not share all the information; and 4) the \$250,000 cap on damages is a joke for railroad companies. Further, the OALJ should be able to reinstate workers. Also, unions shouldn't be treated as hostile parties. He will submit written comments to the docket.

Laura Ramos, Associate, Amazon

Ms. Ramos was injured on the job through no fault of her own. She was trying to follow all of the instructions. She blew the whistle. Ms. Ramos brought up issues to OSHA about the conditions at the workplace before Covid-19.

Ms. Ramos stressed the need for the agency to do its job. Even in her condition, she's helping others to deal with agencies who are supposed to give justice and protection.

Ms. Ramos detailed some concerns about the OSHA 300 logs. She believes the category of musculoskeletal disorder is too broad. The time, place, and manner of the injury needs to be detailed. OSHA needs to be proactive in this manner. Most of these injuries can be prevented if investigated in the correct way. For instance, conveyers are often installed incorrectly due to production purposes. If you reorient the conveyor, injuries can be prevented. The forms also need to say which part of the body was injured and what happened. Even though the company records the accident, workers need to know what happened. Even the urgent care center that is taking care of these records needs to know exactly what has happened. This needs to be supervised by OSHA. Workers need more accurate names, numbers, and accurate policies. There needs to be more accountability for private companies. There needs to be penalties for private companies that fail to address worker injuries. Workers deserve to be safe.

Kathleen Hildebrandt, Organizer, Amazon FMLA/ADA Discriminatory Practices Unite

Ms. Hildebrandt is concerned about discriminatory practices. She explained she runs a Facebook page with over 550 members who are employees with problems at work, including workplace injuries and workplace discrimination. She asserted "awareness is a key issue," explaining "employees do not know their rights." She said she consistently gets Facebook posts reporting injuries and/or workplace discrimination. She stated employers deny reports of injuries and discriminate against employees for trying to take pictures of unsafe workplaces. Ms. Hildebrandt alleged workers get a run-around when they contact government offices. One agency referring people to another and then another until they are eventually referred back to the original agency they contacted. She noted the different filing deadlines and lamented that workers miss deadlines for an agency that could have helped, but the deadline to file has already passed. She said it is impossible for minimum wage workers to find an attorney. She stated unions do help but added a lot of workers do not have unions. She argued that stricter regulations and increased fines are necessary. She explained small fines are nothing compared to the billions of dollars companies make, especially those with over 5,000 employees. She stated there is a lack of recording and reporting injuries. She said a nationwide increase in visibility for this problem is needed. She also stated there should be handouts explaining how to file with OSHA next to the posters OSHA requires businesses to post.

Steve Sallman, Director of Health, Safety & Environment, United Steelworkers (USW)

Mr. Sallman stated that he provided [comments](#) at a prior stakeholder meeting. He recommended that OSHA revisit those comments. Mr. Sallman explained that he wanted to speak about his recent experience with a state plan. One of his union's locals had a group that were retaliated against in California. They wrote a lengthy report. They filed a complaint with Cal/OSHA. In order to file, they had to break down the report to answer various questions. Each field was limited in the number of characters a filer can enter. This limited effectiveness of the complaint. During the process, the website

went down, and all work was lost. It couldn't be recovered. They had to resubmit it to meet the deadline. The complaint bounced around different divisions. They had some issues filing as a group complaint. They filed with the most appropriate division, but they still have no one to contact or connect with. They only have weblinks for filing a complaint. This situation is another example of why federal oversight is needed for state plans. Mr. Sallman is concerned this will happen to someone else. The system is too difficult and not user friendly. Unions shouldn't have this much trouble filing complaints. It seems like they need to file through Federal OSHA so they can oversee Cal/OHSA.

OSHA programs are critical for workers. Employees should be able to exercise rights under whistleblower laws enforced by OSHA.

Ana Cammarata, Safety Consultant, Ohio Bureau of Workers' Compensation

Ms. Cammarata is an OSHA instructor in English and Spanish. She always includes information on the whistleblower provision in her classes. Her concern is for her low literacy employees, including Americans with low literacy levels. The agency needs to define retaliation simply. Ms. Cammarata also recommended that OSHA launch a robust campaign, including social media and other avenues, that is simple, with something like a comic video. The campaign needs to indicate that every worker has rights, and the agency is currently missing the boat on that. Some workers don't understand the terms used in the definition of retaliation. The list of retaliatory actions is vague. There is overlap with other branches of labor law.

OSHA needs to do whatever it takes to make the process more expeditious and more sympathetic to workers and employees.

Billie Garde, Attorney, Clifford & Garde, LLP

Ms. Garde noted that she appreciates the new WIM and desk aids. She also noted that the OSHA whistleblower processes have been more timely recently, and she has been hearing from the department sooner than usual. She noted that the agency has done an excellent job.

Jimmy Moore, Safety Manager, Holley Navarre Water System, Inc.

Mr. Moore wanted to echo a few items of concern. When it comes to training, there needs to be more emphasis on the whistleblower aspect and whistleblower rights under OSHA. The poster is a good start, but, in order to assist people in a language they can understand, OSHA needs to emphasize to employers that they need to train better and make sure people know their rights completely. Because, in his experience, a lot of companies fall short. The 30-day deadline for filing 11(c) claims needs to be extended. The agency should be doing everything it can to improve and make sure workers are safe.

All of the OSHA standards are minimums, so let's strive to go above and beyond to show employees we care for them.

Rob Swick adjourned the meeting.