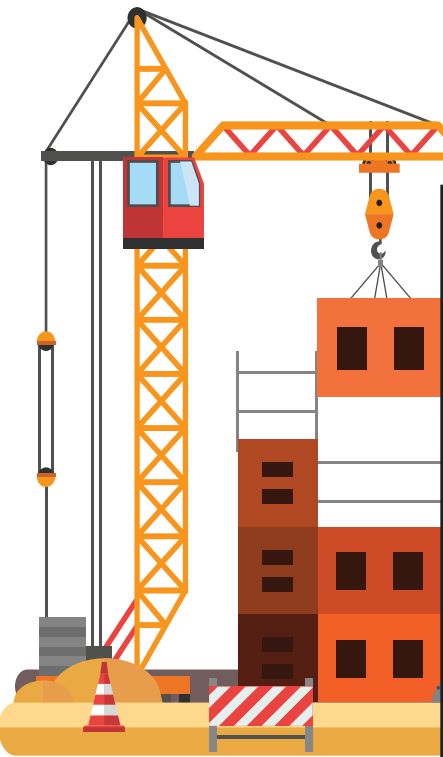






# ON A MULTI-EMPLOYER WORKSITE, DO YOU KNOW WHO'S RESPONSIBLE?

Having employees who work for multiple employers on the same project or in the same facility is common, which is why it is important to understand who is responsible under OSHA's multi-employer citation policy. OSHA can issue citations to one or more of the four different types of employers at a multi-employer worksite.

Read the scenarios below to find out who is citable under OSHA's multi-employer citation policy in each unique situation. *Note: Some employers can fall under two categories within the same scenario.*

				
SCENARIOS	 Ed <b>CONTROLLING EMPLOYER</b> Ed has supervisory authority over the worksite and the power to correct health & safety violations, or require others to correct them. He has control by contract or by the exercise of control and practice.	 José <b>CREATING EMPLOYER</b> José is responsible for creating a hazardous condition in violation of OSHA standards. He is citable by OSHA even if the only workers harmed by the conditions are employed by another employer.	 Charlie <b>EXPOSING EMPLOYER</b> Charlie is responsible if his direct employees have been exposed to hazardous conditions. He is citable if he knew of the hazard, or would have known of the hazard with reasonable diligence and failed to take steps to protect employees.	 Anne <b>CORRECTING EMPLOYER</b> Anne is responsible for correcting a hazard on the same work site as an Exposing Employer. This usually involves installing and maintaining safety and health equipment.
<b>SCENARIO 1:</b> Charlie's company is responsible for inspecting an area that has a large, permanent hole. There are no guardrails around the hole and employees don't use fall protection. Charlie has no authority to install guardrails. However, he did ask Anne, who operates the plant, to install them, but Anne did not install them.			<b>VIOLATION</b> Charlie is an exposing employer because his employees are exposed to the hazard. Though he asked for a guardrail, he is responsible for not taking alternative protective steps, such as providing fall protection.	<b>VIOLATION</b> As facility operator Anne is responsible for correcting the hazard. She will be cited because she didn't take reasonable care in preventing the hazard and did not meet her duty to fix the hazard even though none of her employees were exposed.
<b>SCENARIO 2:</b> José operates a factory and contracts with Charlie to service machinery. José fails to cover drums of a chemical despite Charlie's repeated requests to do so. This results in airborne levels of the chemical that exceed the Permissible Exposure Limit.		<b>VIOLATION</b> José is a creating employer because he caused Charlie's employees to be exposed to the hazard. He is also the correcting employer because he has the authority to "correct the hazard", and could be cited for failure in both roles at the same time.		
<b>SCENARIO 3:</b> Ed is the general contractor for a new build and contracted out electrical and painting work to José and Charlie. As their employees were working an OSHA inspector walks in and sees the painters working in an electrical room with the wall plates removed.	<b>VIOLATION</b> As the general contractor, Ed will be cited for allowing all workers present to be exposed to the hazard. He did not control the environment and allowed dangerous practices to occur.	<b>VIOLATION</b> Even though José is not currently on the work site he will be cited. As the electrical contractor he created the hazardous condition and did not exercise reasonable care in preventing and discovering violations.	<b>VIOLATION</b> As the painting contractor, Charlie will be cited as the exposing employer. Even though he doesn't have authority to fix the hazard, he still allowed his own employees to work in the hazardous environment.	

## IMPORTANCE OF PRE-TASK SAFETY AND HEALTH PLANNING

Many of the above OSHA citations are the result of simple ignorance of health and safety issues and problems on a job site. With a solid **Pre-Task Safety and Health Plan**, presented and agreed to daily, there are no misunderstandings about who is responsible.

Interested in learning more about your liabilities and creating a safety plan that suits your needs?

GIVE US A CALL:  
**877-348-4975**  
Find out more at: [wellworkforce.com](http://wellworkforce.com)

