

Legal Update

Brought to you by: Winters-Oliver Insurance Agency

2025 OSHA Penalty Amounts

The Department of Labor (DOL) has [released](#) its 2025 inflation-adjusted civil monetary penalties that may be assessed on employers for violations of a wide range of federal laws, including the Occupational Safety and Health Act (OSH Act).

The increased amounts apply to civil penalties that are assessed after Jan. 15, 2025.

| Violation Type | 2024 | 2025 |
|------------------------------|---|---|
| Posting requirement | Up to \$16,131 for each violation | Up to \$16,550 for each violation |
| Other-than-serious violation | Up to \$16,131 for each violation | Up to \$16,550 for each violation |
| Serious violation | Up to \$16,131 for each violation | Up to \$16,550 for each violation |
| Willful violation | Between \$11,524 and \$161,323 per violation | Between \$11,823 and \$165,514 per violation |
| Uncorrected violation | Up to \$16,131 per day until the violation is corrected | Up to \$16,550 per day until the violation is corrected |
| Repeated | Up to \$161,323 per violation | Up to \$165,514 per violation |

Employers should become familiar with the new penalty amounts and review their safety protocols to ensure that compliance with federal requirements.

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Key Points

Annual Updates

OSHA must adjust its civil penalty amounts for inflation each year.

Possible Penalties

OSHA may assess these penalties on employers that violate workplace safety and health standards set by the OSH Act.

Compliance Review

Employers should review their compliance with OSHA regulations to minimize potential liability.