HR Insights

2026 Occupational Health Compliance Checklist

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Occupational Health Compliance Checklist for HR Professionals (2026)

Hazard Communication (HazCom)

- ⬡ Review and update Safety Data Sheets (SDSs) to align with OSHA's revised Hazard Communications Standard (GHS Rev. 7)
- ⬡ Ensure all chemical labels meet new formatting and classifications requirements.
- ⬡ Provide updated HazCom training to employees as revised SDSs and labels circulate
- ⬡ Track downstream compliance deadlines leading up to Jan. 19th, 2028.

Respiratory Protection

- ⬡ Monitor OSHA's rulemaking on respiratory protection medical evaluations; prepare for possible removal of evaluation requirements for certain respirators
- ⬡ Continue conducting fit testing, training, and hazard assessments per OSHA 29 CFR 1910.134.
- ⬡ Document any program changes to maintain audit readiness.

Recordkeeping and Reporting

- ⬡ Maintain compliance with existing OSHA injury and illness recordkeeping rules (Form 300, 300A, and 310)
- ⬡ Monitor for changes to electronic reporting or rescission of COVID-19 recordkeeping rules in healthcare.
- ⬡ Audit recordkeeping practices to ensure accurate and timely entries.

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Occupational Health Compliance Checklist for HR Professionals (2026)

Enforcements and Audits

- ⬡ Anticipate fewer but more targeted inspections due to OSHA's reduced budget. Prioritize compliance in high-hazard sectors.

- ⬡ Conduct internal audits/self-inspections to identify and correct gaps.

State-Level Requirements

- ⬡ For multi-state employers, monitor state-plan OSHA programs for stricter requirements on heat stress, chemicals, or injury prevention.

- ⬡ Ensure HR teams in each state are aware of both federal and local obligations.

Workforce Engagement

- ⬡ Communicate upcoming regulatory changes to employees in plain language.

- ⬡ Encourage employee feedback on workplace hazards to strengthen compliance and morale.

Strategic Planning

- ⬡ Align HR policies with ADA, FMLA, and worker's comp where OSH changes intersect with employee health.

- ⬡ Budget for additional training, policy updates, and technology to manage compliance transitions.

- ⬡ Document all proactive steps to demonstrate good-faith compliance in case of inspections or audits.

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JACOB POLLARD

HR Manager, Blue Jacket, Inc.

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Built for More than Big Business

BlueHive wasn't built just for billion-dollar enterprises in oil & gas or government. It's for every HR leader trying to give people a better shot at a safer, healthier future - from the nonprofit hiring re-entry candidates fighting for a second chance to the staffing firm placing apprentices on job sites they never dreamed they'd step foot on. Our promise is simple: health compliance shouldn't be a paperwork nightmare or a privilege. It should be a bridge - one that leads to opportunity, dignity, and progress... one screening, one employee, one community at a time.

Let's bring better health compliance to more people!

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Blueprints for Better Workplaces

industry insights

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What HR Leaders Need to Know About OSHA in 2025

2025 OSHA Compliance Checklist

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Simplified Occupational Health

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Connect your existing HR platforms to BlueHive, keeping employee rosters up-to-date without extra effort.

Order Creation
Manage various services, set limits, and create recurring orders for physicals, labs, vaccines, and more.

Service Management
Auto-accept referrals, utilize discounted fee schedules, maintain service inventory, and more.

Simplified Invoicing
Easily access your balances and invoices, with the option to make immediate credit card payments.
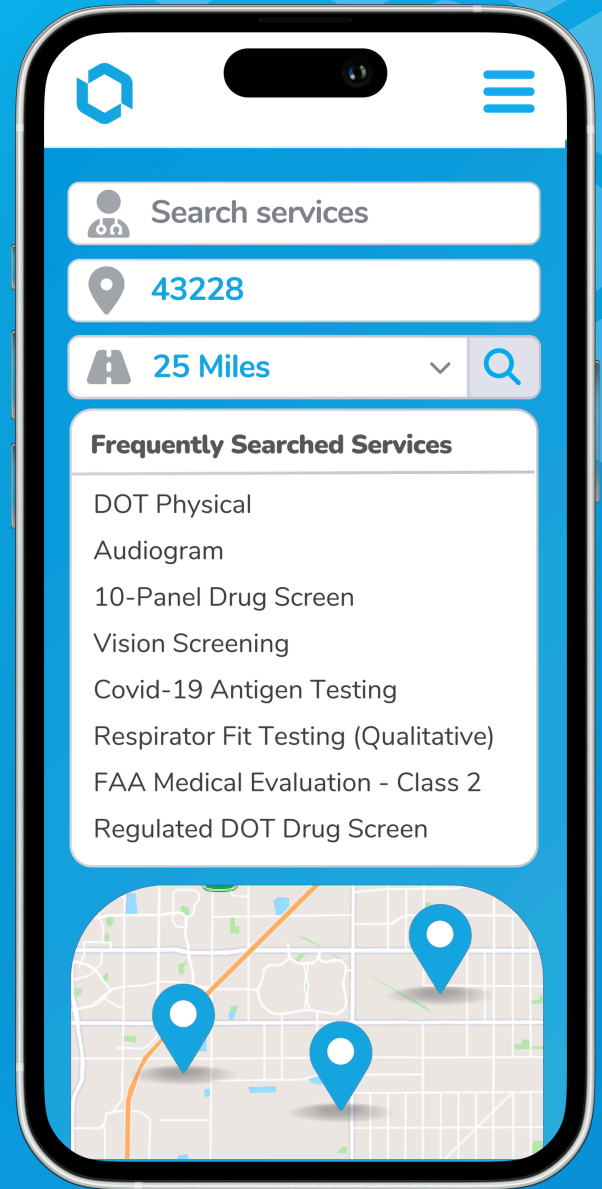
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Customizable SSO authentication and secure emails for results, orders, and direct provider chats.

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25 Miles

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Audiogram
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Vision Screening
Covid-19 Antigen Testing
Respirator Fit Testing (Qualitative)
FAA Medical Evaluation - Class 2
Regulated DOT Drug Screen

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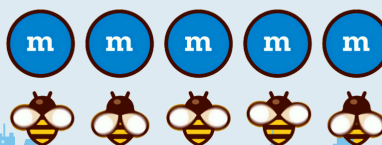
The All-in-One Platform
Connecting Occupational Health and Efficiency

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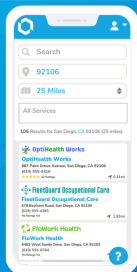
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Service Sourcing in 3 Simple Steps

(260) 217-5328   contact@bluehive.com   bluehive.com