



Required Safety Training

The Construction Safety Training Act, Section 292.675, RSMo, requires all contractors and subcontractors who enter into contracts with public bodies for construction of public works to train their on-site employees regarding the potential hazards they may encounter. The training may be accomplished by providing a standard OSHA 10-hour program (taught by an OSHA-approved instructor) **or** a similar program approved by the Division of Labor Standards.

On-site employees include:

- Workers directly engaged in construction at the project site
- Workers at nearby or adjacent facilities used by the contractor or subcontractor for construction
- Workers engaged in the transportation of materials, fuel, or equipment from one place on the site of construction to another place on-site
- Drivers who deliver materials, fuel, or equipment to the site if they assist in loading or unloading the delivery vehicle once at the project site, or engage in any other work at the site.

Noncompliance and Penalties

On-site employees who have not completed required safety training within 60 days of beginning work on a project at the latest must be removed from the project and the employer will be subject to penalties as described in the Act. On-site employees who cannot provide proper documentation of completion of required safety training when requested will be given 20 days to produce the documentation before being removed from the project and before their employers will be subject to penalties.

Training programs may be conducted without prior Division approval. Any training program found to be non-compliant by the Division will result in disqualification of all employees who attended the training program and the penalties for non-compliance will apply.

The penalty for violation of the Act is \$2,500 plus \$100 for each calendar day, or portion of a day, that any non-compliant employee worked on the site. Additionally, each contractor and subcontractor is jointly liable for the penalties incurred by its subcontractors that have non-compliant employees.

For more information about Required Safety Training, or to see a list of acceptable training programs, visit labor.mo.gov/DLS/WorkplaceSafety/required_safety_training.asp.