



HEALTHIER WORKPLACES | A HEALTHIER WORLD

AIHA NATIONAL UPDATE

34th Annual Professional Development Seminar
November 3, 2025

Lawrence Sloan, MBA, CAE, FASAE
Chief Executive Officer, AIHA



AGENDA

- Advocacy Update
- Selected AIHA Program Updates
- Q&A/Wrap-Up

AIHA STRATEGIC PLAN: 2025-2027

Our Core Values

Prevent | Empower | Advocate | Collaborate | Respect



Strategic Domains

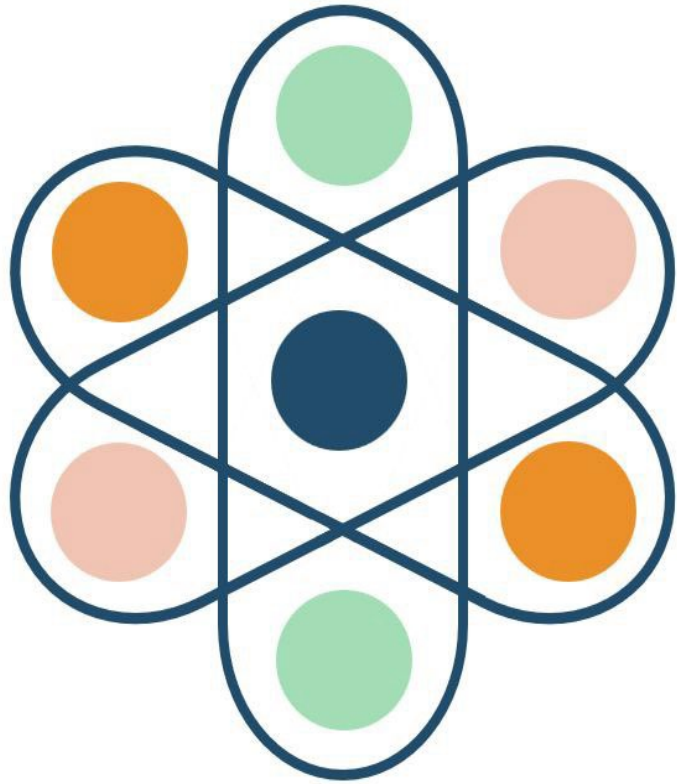
A. Pursuit
of Knowledge

B. Advancing the
Profession

C. Member & Vol
Engagement

D. Impact &
Awareness

ADVOCACY UPDATE
DOMAIN D. IMPACT & AWARENESS



WHAT WORKS INSTITUTE
FOR ENVIRONMENTAL, HEALTH & SAFETY™

AIHA's **Government Relations Contractor**

Featuring CIH staff support
+ deep-bench advocacy in
OEHS

AIHA & THE WORKPLACE EHS COALITION

AIHA is a member of this informal group of 30 OEHS nonprofits. Its primary purpose is shared advocacy.

01 Business-Driven Practice: Standards and Worker Well-Being

02 Beyond Compliance: Embracing Risk and Safety Management Systems

03 Leading Indicators: Revolutionizing Recordkeeping for Predictive Insights



Read the Coalition Document

Driving Business Growth and Profitability

Through Modern Occupational Environmental, Health and Safety Practices

Modern occupational environmental, health and safety (EHS) practices are key to driving economic growth. This document, developed by the Intersociety Forum (ISF), a coalition of organizations dedicated to safeguarding worker safety and health, highlights the many ways safety practices create a strategic advantage that powers enduring business success while fostering innovation and protecting workers.

Despite advancements, workplace injury and fatality rates remain stagnant. By adopting proactive, risk-based safety practices and strengthening their global competitiveness.

occupational EHS as a foundation of economic success, the ISF is a global leader in safety, innovation and workforce well-being.

The Intersociety Forum Supports These Principles

1.	2.	3.
4.	5.	6.
7.	8.	9.
10.	11.	12.
13.	14.	

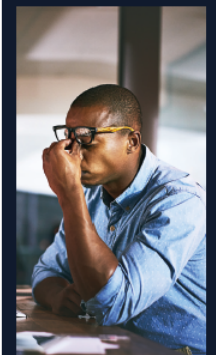
1. AAOHN
2. ABSA International, The Association of Biosafety and Biosecurity
3. ACGIH
4. American Industrial Hygiene Association
5. American Society of Safety Professionals
6. Board of Certified Safety Professionals
7. Board for Global EHS Credentialing (BGC)
8. CSHEMA
9. Institute of Hazardous Materials Management
10. International Safety Equipment Association
11. National Safety Council
12. NECA
13. NEHA
14. VPPPA

ADD YOUR VOICE:
<https://assp.us/ISF-Core-Principles>



SCAN ME

The Human Cost Is Staggering



In the U.S., one worker died on the job every 99 minutes in 2023, according to the U.S. Bureau of Labor Statistics.

The cost per worker death in 2022 was \$139 million, according to National Safety Council's (NSC's) Injury Facts.

February 2025 | Intersociety Forum

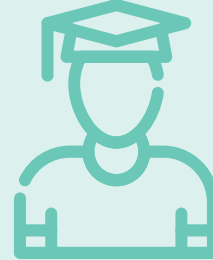
2025-26 PUBLIC POLICY PRIORITIES



Preventing Heat-Related Injuries, Illnesses, & Deaths*



Disaster Preparedness, Response, & Recover



Workforce Development/OEHS Professional Pipeline*



Noise/Occupational Hearing Protection*



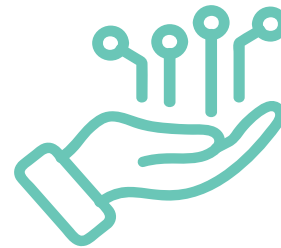
Toxic Substances Control Act (TSCA) Reform*



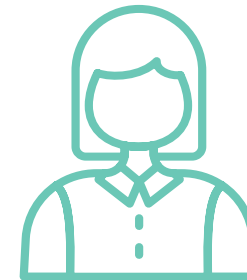
Indoor Environmental Quality



Vulnerable, Contingent, & Temporary Workers



Artificial Intelligence (AI) & Automation in OEHS



Child Labor Protections



Professional Title Protection

NIOSH ADVOCACY IN MAINSTREAM MEDIA

Bloomberg News

Businessweek | The Big Take

How Trump Broke Corporate America's Most Valuable Consultant

Businesses are begging the White House and RFK Jr. to rethink their massive cuts to Niosh, a workplace research agency that saves the US billions of dollars a year.

By [Josh Eidelson](#)

September 18, 2025 at 5:00 PM EDT

[Save](#) [Translate](#)

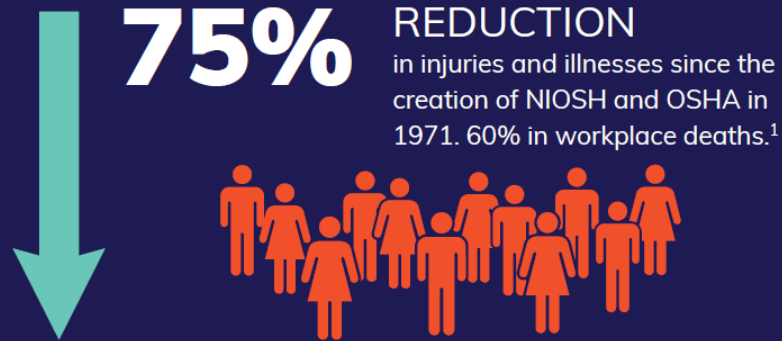
For decades, the National Institute for Occupational Safety and Health has been one of the best deals the federal government has to offer. At a cost of about \$1 per American per year, Niosh, a quiet little agency tucked inside the Centers for Disease Control and Prevention, conducts or funds most of the country's research into workplace harms. Its scientists operate like a world-class source of free consulting, working across a massive range of fields to provide



Grassroots Advocacy Campaign: RESTORE NIOSH

NIOSH Programs

- ✓ Make Businesses Successful
- ✓ Drive Economic Growth
- ✓ Save Costs
- ✓ Keep Workers Safe



\$93

MILLION
SAVED
annually from
reduced medical
expenses and
increased productivity
of firefighters.²

\$167

BILLION COST
annually in workplace
injuries and deaths.³



\$363

MILLION
NIOSH Budget, FY24.

Our ASKs:

1. [Submit a letter](#) through our automated VoterVoice system.
2. Schedule time with your elected officials. Visit the [campaign page](#) for talking points and background info.



SHARE YOUR FEEDBACK



**SHARE YOUR
THOUGHTS REGARDING
THE RECENT NIOSH
CHANGES**



Grassroots Advocacy Campaign: SUPPORT FULL FUNCTIONALITY & FUNDING OF CORE OSH INSTITUTIONS



Occupational Safety & Health Administration



National Advisory Committee
on Occupational Safety & Health



Occupational Safety
and Health Review
Commission

Occupational Safety & Health Review Commission



National Institute for
Occupational Safety & Health



U.S. Chemical Safety & Hazard Investigation Board

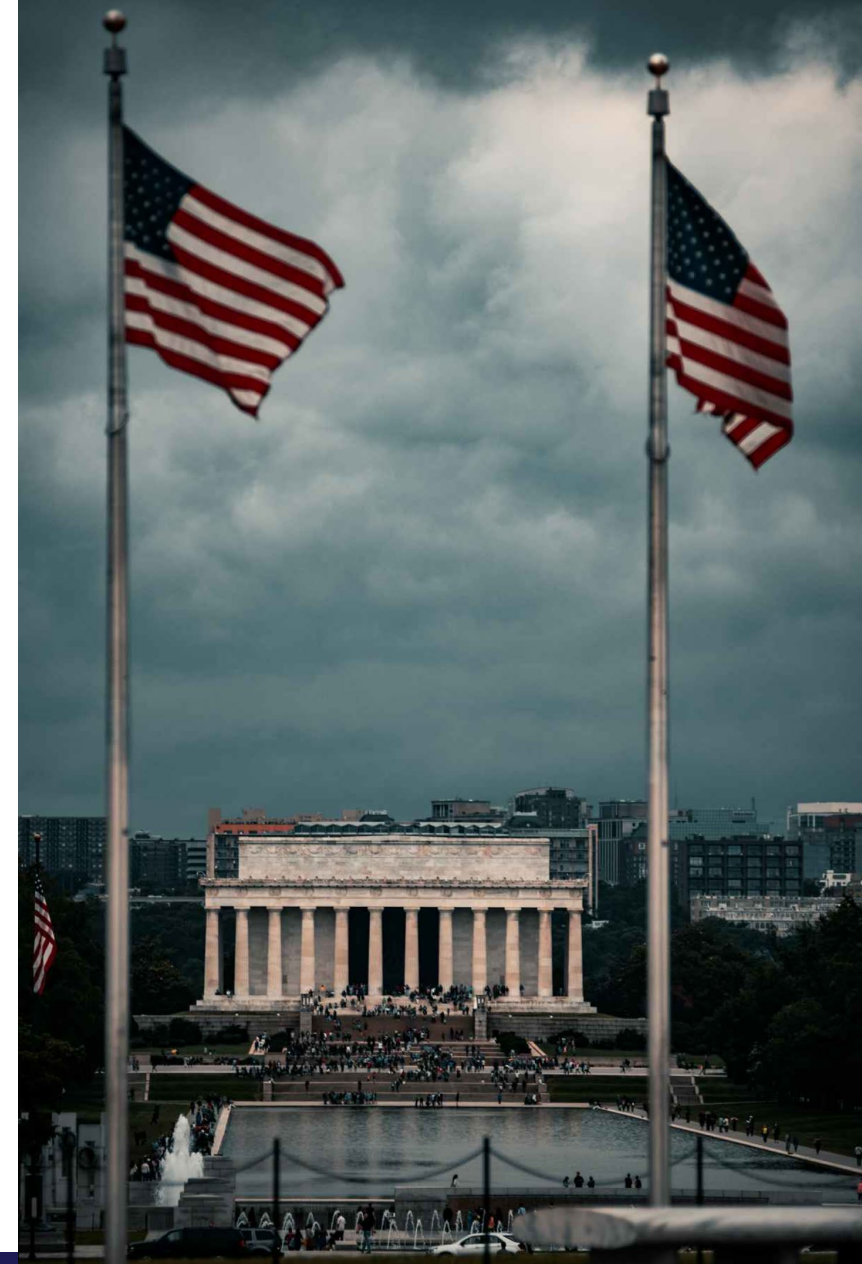


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FY26 Regulatory Snapshot:

Agency Funding, Leadership, & Key Developments



AGENCY LEADERSHIP



Department of Labor
DOL oversees OSHA & MSHA

Secretary:

Lori Chavez-DeRemer
Confirmed Mar 11, 2025

Pushing agency-wide deregulation and budget restraint.



OSHA

Acting Assistant Secretary:

Amanda Wood Laihow

Assistant Secretary:

David Keeling *as of Oct. 3, 2025*

Broad deregulation package and managing heat rule hearings timeline.



MSHA

Assistant Secretary:

Wayne Palmer

Confirmed Oct 3, 2025

Senior career deputies leading.



EPA

Administrator:

Lee Zeldin *Sworn Jan 29, 2025*

Deputy Administrator:

David Fotouhi *Confirmed Jun 10, 2025*

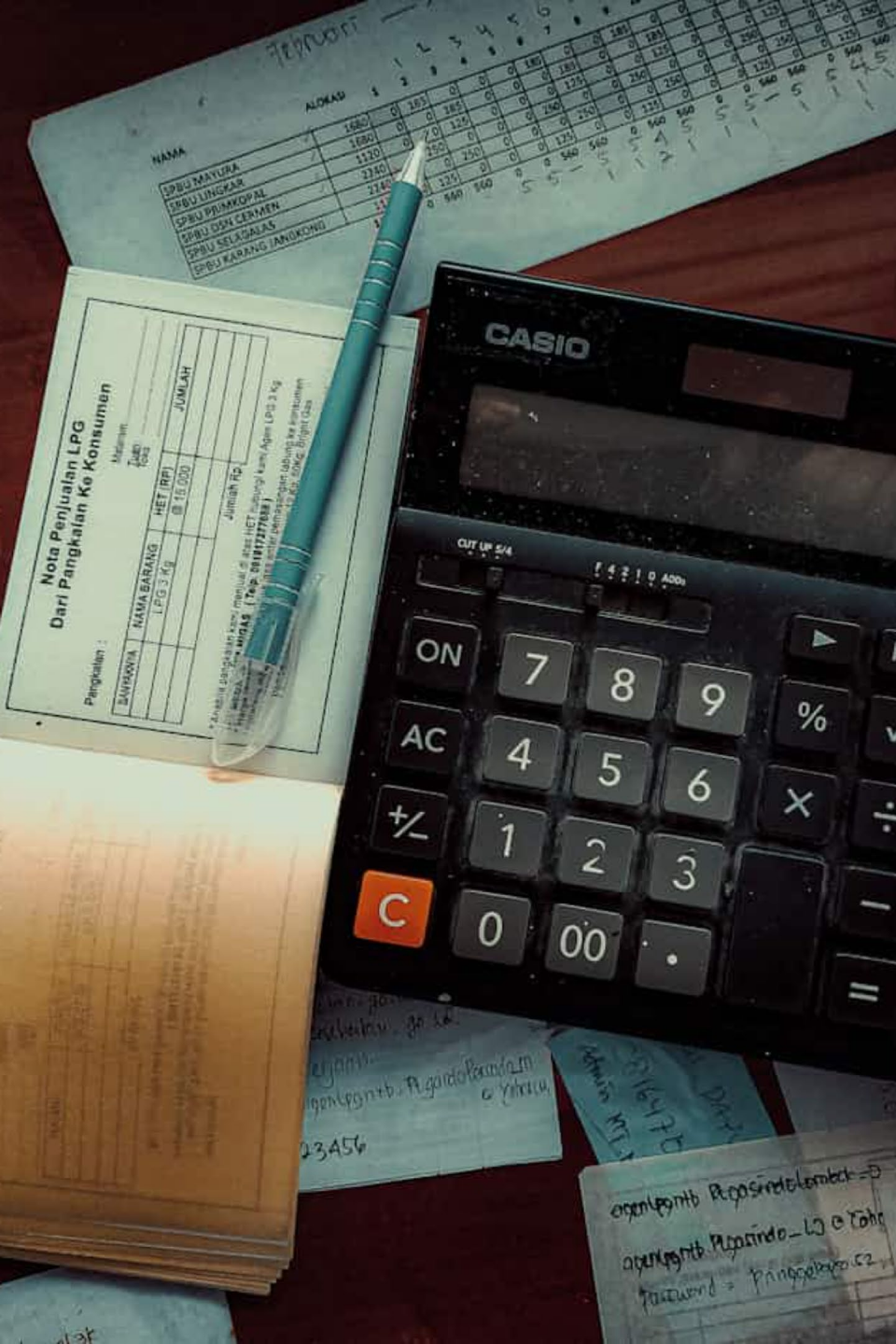
Office of Air & Radiation,

Asst Administrator:

Aaron Szabo *Confirmed Jul 24, 2025*

Central to ethylene oxide and wildfire-smoke policy.





Federal Budget Battle:

- Federal government funding lapsed as of Oct. 1, 2025. **Still shut down as of 10/27/25**
- Multiple agencies are partially closed, with significant furloughs and service slowdowns.
- **Positions:** Negotiations hinge on **spending levels**, policy riders/foreign aid rescissions, and health insurance subsidy provisions; each side signaling different conditions for a short Continuing Resolution (CR) to reopen.

The policy gap:

- Republicans have pushed tighter topline/riders.
- Democrats are pressing for a clean CR and resolution of health-insurance subsidy issues.

Federal Budget Battle: Senate vs. House Positions

Senate: Labor-HHS Mark-Up

- OSHA: **\$632.3M** (level funding)
- MSHA: **\$387.8M** (level funding)
- NIOSH: **\$363.8M** (slight increase)
- OSHRC: **\$14.5M** (approximate)

Maintains
Current Agency
Capacity

House: Labor-HHS Mark-Up

- OSHA: **\$582M** (-\$50M cut)
- MSHA: **\$348M** (-\$40M cut)
- NIOSH: **\$312.7M** (smaller cut)
- OSHRC: **\$14.2M** (approximate)

Reduces
Federal
Oversight

Funding gap between chambers reflects different priorities on worker safety enforcement and research capabilities. **Senate** positions align more closely with maintaining current agency capacity, while **House** proposals suggest reduced federal oversight resources.

A collage of financial documents, a calculator, and sticky notes. The documents include a table with columns for 'NAMA' and 'ALOKASI', a receipt for 'Nota Penjualan LPG Dari Pangkalan Ke Konsumen', and a 'CASIO' calculator. There are also several sticky notes with handwritten text.

Federal Budget Battle: CSB Future State

Senate Interior/Env Mark-Up

- Funding: **\$14.4M**
- Level with prior year

House Interior/Env Mark-Up

- Funding: **\$8.235M**
- Represents approximately 40-45% reduction

The lower House level would constrain investigations, recommendations, and safety-study cadence. If the lower figure prevails, expect fewer deployments/longer timelines for final reports and advocacy.

NIOSH: FY26 Outlook & Workforce Impacts

1 Original Presidential Budget Request

~\$73M (~80% reduction vs. prior), with ERCs funded for the coming year

2 Workforce Impact

300+ NIOSH workers reinstated in May; several programs remain at risk

3 Process Timing

Both House and Senate FY26 Appropriations bills approved; awaiting reconciliation; fate of RIFd NIOSH workers remains uncertain.

AIHA Response

1 Hill & Grassroots Engagement

- Capitol Hill engagement with focus on Senate HELP and Senate & House Appropriations Cmtes
- Call with senior HHS officials re RIFs.
- Grassroots campaigns

2 Public Statements & Coalitions

- Friends of NIOSH letter (460+ signatories)
- Support for congressional letters (e.g., Rep Landsman (D-OH))
- Virtual congressional briefings
- Amicus brief (*State of NY vs RFK, Jr*)

3 Member Engagement

- Background briefs
- Letter templates
- Impact statement collection
- Meet with elected officials in home districts



OSHA

July 1 Rule Package Status

01

Extended Comment Period

All 20 proposals now have comment periods extended to November 1, 2025, providing additional time for stakeholder input and technical review.

02

Informal Hearings Planned

OSHA will conduct informal hearings on 19 of the 20 proposals, allowing for direct dialogue between agency officials and affected stakeholders.

03

Strategic Response Required

Organizations must identify facility impacts, compile relevant data, and prepare comprehensive comment submissions to influence final rule development.

AIHA Strategic Messaging for OSHA Comments



Critical Deadline: November 1, 2025 for all OSHA deregulatory package comments

1

General Duty: Clarify without Weakening

Ensure General Duty Clause limitations don't inadvertently undermine hazard recognition and control implementation for "inherently risky" work where feasible protective measures exist.

2

Substance-Specific: Avoid Program Fragmentation

Maintain clear, enforceable connections between substance-specific exposure controls and 1910.134 general requirements to prevent dangerous program drift and regulatory gaps.

3

Respirators: Protect Proven Protection

Exercise caution against eliminating medical evaluations for FFRs and loose-fitting PAPRs without robust scientific justification and appropriate safety guardrails for vulnerable worker populations.

Heat Standards

Federal

- Proposed OSHA National Heat Standard, introduced in August 2024, remains under active development.
- Public hearings took place in June (*attended by AIHA*).
- Timeline remains subject to adjustments based on stakeholder engagement and administrative priorities.
- Companies should begin developing heat illness prevention frameworks that can accommodate various regulatory scenarios while ensuring worker protection during extreme weather events.

State

- State programs continue advancing independent of federal action, creating a complex regulatory landscape for multi-jurisdiction employers.
- States with their own heat standards:
 - CA
 - CO
 - MD
 - MN
 - NV
 - OR
 - WA
- TX: **House Bill (HB) 128** (comprehensive framework) versus **HB 91** (local preemption) represent opposite regulatory approaches with significant compliance implications for multi-site employers operating across jurisdictions.



Workplace Violence Prevention in Healthcare Settings

Federal Delay

OSHA has moved workplace violence prevention in healthcare to **long-term actions** without a specific proposal date, creating regulatory uncertainty for healthcare facilities nationwide.

This delay leaves healthcare employers relying on state-level requirements and voluntary industry standards to address growing workplace violence concerns.

State Action Filling Gaps

Continued state legislative and regulatory activity mandating comprehensive workplace violence prevention programs in healthcare facilities, including policies, training, incident response, and detailed recordkeeping requirements.



IH Integration Opportunities

Hazard assessment protocols, indoor air quality and egress considerations, post-incident exposure and stress management, coordination with existing HAZCOM and bloodborne pathogen training programs.



Federal Legislation: Heat & Wildfire Smoke Protection

1

HR 4844 (House) / S. 2571 (Senate)

Introduced July 31-August 1, 2025, these companion bills would establish **immediate minimum protections** for farmworkers facing wildfire smoke and excessive heat exposure.

2

Key Requirements

N95/N100 respirator availability and mandatory use at extreme smoke levels, water and cooling access, shaded rest areas, multilingual training programs, and strong anti-retaliation provisions.

3

OSHA Mandate

Requires OSHA to issue permanent standards **no less protective than top state rules**, effectively creating a federal floor based on most stringent state programs.

✓ **IH Strategy:** Standardize threshold triggers and align training documentation to highest state requirements now to minimize future retrofit costs and compliance gaps.



State Heat & Smoke Protection Trends

Texas Heat Framework

House Bill 128 would establish statewide heat-illness prevention requirements, including access to water, shade/cooling, rest periods, and comprehensive training. Texas Workforce Commission rulemaking targeted for **June 1, 2026 compliance**.

Anti-Rollback Measures

Illinois **Senate Bill 1976** was enacted to lock in protections at least as strong as federal baselines and guard against future regulatory rollbacks during political transitions.

Preemption Push

- **TX House Bill 91** seeks to preempt local rest-break and heat ordinances, centralizing standards at the state level. Filed July 14, 2025, representing tension between local and state authority.
- **West Coast states (California, Oregon, Washington)** continue anchoring wildfire smoke and heat requirements, with other states expected to adopt similar frameworks in 2026 legislative sessions.

Q4 State Legislative Priorities Watchlist



Texas Heat Legislation

HB 128 (comprehensive framework) versus **HB 91** (local preemption) represent opposite regulatory approaches with significant compliance implications for multi-site employers operating across jurisdictions.



Illinois Anti-Rollback Protections

Illinois **SB 1976** now enacted into law, establishing permanent protections at federal baseline levels or higher, preventing future regulatory rollbacks during political transitions.



California Silica Controls

SB 20 advancement combined with heightened Cal/OSHA enforcement posture creates immediate compliance pressure for stone fabrication operations statewide.



Maine Public Sector IAQ Standards

Maine indoor air quality standard development process is underway, potentially setting precedent for other states to address ventilation and air quality in government facilities.



California: Silica & High-Hazard Fabrication Shop Regulation



364 Silicosis Cases | 21 Deaths
920 fabrication shops with low inspection coverage.

California State Bill 20 Advancing

- Bans dry cutting methods
Requires wet cutting
- Mandates comprehensive training programs
- Establishes shop certification requirements

IH Program Focus

Comprehensive exposure assessment plans, engineering control verification protocols, fit-for-purpose respiratory protection programs, and medical surveillance alignment with emerging requirements.

Enhanced Enforcement

Cal/OSHA considering significantly tougher enforcement posture amid documented health crisis and inadequate inspection coverage of high-risk fabrication facilities.



California Deep Dive: Expanded Reg Agenda

- **SB 20 - Occupational safety: stone slab/solid-surface fabrication silica):**
In Assembly Appropriations, **Unfinished Business** (Sept 9, 2025)
- **AB 845 - Employment: Heat Illness Prevention (education/preparedness):**
Presented to Gov. Newsom for signature (Sept 22, 2025)
- **AB 1515 - Occupational Safety: Cal/OSHA annual report transparency:**
Passed by committee on labor, placed in inactive file (Sept 8, 2025).
- **AB 1329 - Subsequent Injuries Benefits Trust Fund (SIBTF) reforms:**
Vetoed by Gov. Newsom (Oct 3, 2025)
- **AB 365 - Utility AED Availability (Justin Kropp Safety Act):**
Presented to Gov. Newsom for signature (Sept 22, 2025)
- **AB 694 - DIR/Cal/OSHA Advisory Committee; inspector workforce study:**
In Senate Appropriations, **Suspended file** (July 14, 2025)
- **AB 1371 - Employee Refusal to Perform Hazardous Tasks (Labor Code §6311):**
In Assembly Labor & Employment (referrals and readings thru March 2025).
- **AB 596 - Occupational Safety: Face Coverings (employee right to wear unless hazard):**
Failed to reach concurrence, granted reconsideration but no vote yet held
(Sept 13, 2025)

Get Involved

- **AIHA Grassroots Campaigns:**
 - Send letters through VoterVoice
 - Schedule time with elected officials.
- **Join Catalyst (AIHA Member Center):**
 - Monthly legislative trackers
 - Weekly news highlights on federal/state activities.
 - **Work with your local section to identify state issues we should be monitoring.**
- **Join our Government Relations Email List**
 - *Open to all AIHA National members; email GR@aiha.org*

The screenshot shows the AIHA website interface for the Government Relations Email List. The top navigation bar includes the AIHA logo, Home, Communities, Directory, Events, and Browse. The main header is dark blue with the text "Government Relations Email List". Below the header is a navigation bar with "Community Home", "Discussion 472", "Library 118", "Blogs 0", "Events 0", and "Members 220". The main content area is divided into two columns. The left column is titled "Latest Discussions" and features three discussion entries: "Support Full Functionality/Funding of Core OHS Ins ..." by Jessie Lewis, "Restore NIOSH Update" by Sharon Griffis, and "OSHA Regulatory Proposals Now Open for Comment - We ..." by John Dony. The right column is titled "Latest Library Entries" and features three entries: "AIHA & WWi GR Newsletter Highlights - Week of October ..." by John Dony, "AIHA & WWi GR Newsletter Highlights - Week of October 13, 2025", and "WWi | AIHA News Highlights Week of 10/6". A "View more discussions" button is located at the bottom of the left column.

AIHA PROGRAM UPDATES

A. PURSUIT OF KNOWLEDGE

Develop and disseminate cutting-edge educational and career enrichment OEHS resources.

SAVE THE DATE

June 1-3, 2026
New Orleans, LA



**Submissions due
January 14, 2026:**

Education Pop-ups
Silica Symposium
Student Presentations
Student Posters

**AIHA National
Members save
over \$450**

 **AIHA
CONNECT™
2026**



 **AIHA®**

aihaconnect.org

aiha.org | 30

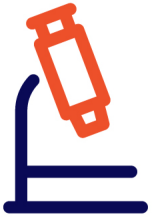
2026 E-LEARNING SUBSCRIPTION PROGRAM

- Launches November 2025
- Program Details
 - Runs January 2026 – December 2026
 - Access for your roster to up to 24 contact hours of education from the 2026 AIHA University Education Webinars and select AIHA Connect OnDemand recordings.

Roster size	Early Bird Member (through 12/31/2025)	Early Bird Non-member ((through 12/31/2025)	Standard Member (after 1/1/2026)	Standard Non-member (after 1/1/2026)
Individual Subscription	\$450.00	\$750.00	499.00	\$799.00
Rosters up to 25	\$1,800.00	\$2,400.00	2,100.00	\$2,700.00
Rosters up to 50	\$2,010.00	\$2,670.00	2,310.00	\$2,970.00
Rosters up to 100	\$2,115.00	\$2,805.00	2,415.00	\$3,094.20
Rosters up to 150	\$2,220.00	\$2,940.00	\$2,520.00	\$3,240.00
Rosters up to 200	\$2,325.00	\$3,075.00	2,625.00	\$3,375.00
Rosters up to 300	\$2,535.00	\$3,210.00	2,833.80	\$3,510.00
Rosters up to 400	\$2,745.00	\$3,345.00	3,042.60	\$3,645.00
Rosters up to 500	\$2,955.00	\$3,480.00	3,251.40	\$3,780.00

B. ADVANCING THE PROFESSION

AIHA will identify, develop, improve, and promote excellence in OEHS practices, research, and applied science.



**Defining
the Science**



**Principles
of Good
Practice**



**State of
the Art vs.
Practice**



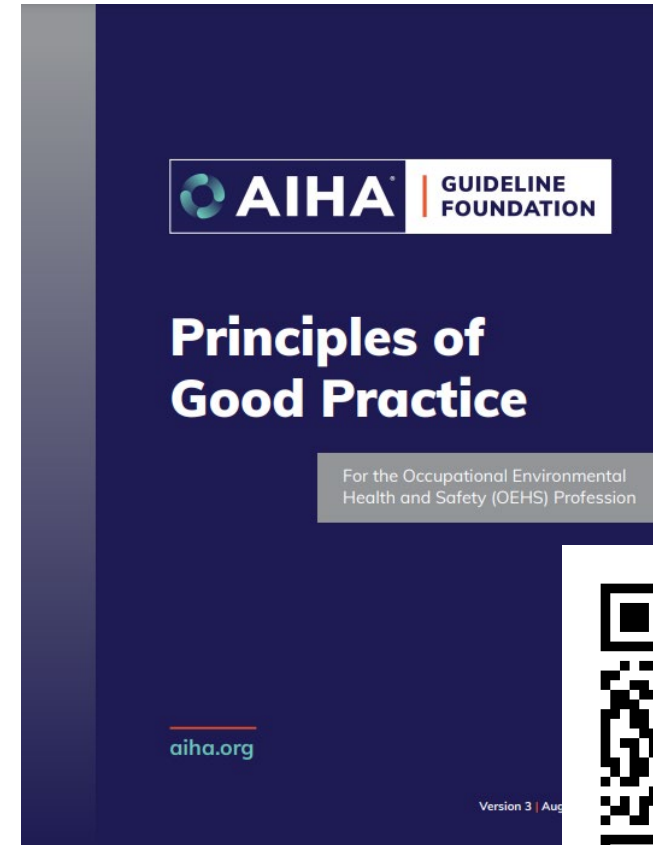
**Improving
Exposure
Judgments**

CONTINUOUS IMPROVEMENT PLAN

PRINCIPLES OF GOOD PRACTICE



- Document vital, reliable, and effective OEHS professional practices.
- Provide a common vision of effective risk management practices for OEHS professionals.
- Elevate the performance of OEHS programs by providing uniform program and performance targets.



D. IMPACT & AWARENESS

AIHA will promote the practice of OEHS.



Free Heat Stress App

IH Calculator App

 **Basic Sciences**

 **Heat Stress**

 **Noise**

 **Statistics**

 **Ventilation**

 **Radiation**

 **Conversions**



TSCA ADVISORY GROUP



MISSION:

To ensure AIHA provides a consistent messaging that the OEHS profession is the right partner to support EPA and our external stakeholder community in Toxic Substances Control Act (TSCA) occupational risk assessments and management as mandated by the Lautenberg Act of 2016.

Open to anyone

AIHA-ASHRAE IAQ ADVISORY GROUP



MISSION:

To serve in a liaison capacity between AIHA's Volunteer Group network and ASHRAE and strengthen communication and coordination of activities that foster enhancing Indoor Air Quality (IAQ).

Open to anyone

PUBLIC AWARENESS & ENGAGEMENT

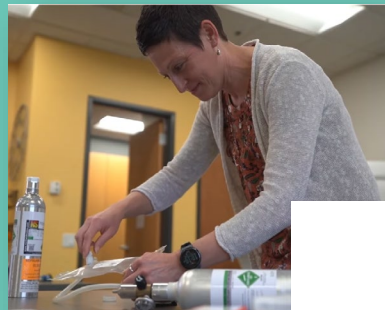
Healthier Workplaces and Schools, 2nd Edition Free eBook



Public Resources on AIHA.org

Natural Disasters

Workplace Hazards by Industry/Type



Highlighting the OEHS Profession to the Public

#IamIH



Consultants Listing & Directory

NEW OHTA PATHWAY TO CIH

In 2024, OHTA announced a **new partnership** with AIHA, Workplace Health Without Borders-US, and the Board for Global Credentialing to **help qualified applicants in emerging economies** achieve the prestigious CIH credential.

Qualified applicants can receive reduced fees for OHTA exams, a mentor to help them prepare for the exam, a **reduced fee on the [AIHA CIH Prep Course](#)**, and more.



AIHA FELLOWS SPONSORED: GRAND CHALLENGES

Eliminate preventable workplace illness, death, and disability by:

1. **Final Stages:** Improving **Exposure Assessment in the Workplace**
2. **Final Stages:** Improving **Equity in Workplaces, Minimizing Precarious Work Situations, and Protecting Vulnerable Workers** (e.g., gig workers, undocumented persons, migrant labor)
3. **Published:** Addressing the Impacts of a **Changing Work Environment** (e.g., remote work)
4. **Published:** Mitigating the Impacts of **Climate Change on Workers** (e.g., heat stress)

Grand Challenges for Worker Health, Safety, and Well-Being

Mitigating the Impacts of a Changing Climate on Workers

Grand Challenges for Worker Health, Safety, and Well-Being

The Changing Work Environment

aiha.org

AIHA

3120 Fairview Park Drive
Suite 360
Falls Church, VA 22042

THREATS

Regulatory Rollbacks

Changing Political Climate

JOEH Impact

Public Rejection of Science

Industry Pushbacks

AIHA Connect Attendance

Technical Expertise

Staff Bandwidth/Burnout

Organizational Finances

Member Engagement

Academic Research/Funding

Pipeline Sustainability

Gaps in Govt Agency Programs

OPPORTUNITIES

**Improved Public Awareness
of the Profession**

Relationship-Building with Govt Leaders

**Increased Financial Support for
Faculty & Students**

Enhanced State Govt Affairs

Global Efforts to Address “Grand Challenges”

**Deeper Collaboration with
Allied Associations**

Inspiring Member Engagement

**Strategic Scientific Leadership
(Tools/Training/Programs to Fill Gaps)**

Training Allied Professionals

CONNECT NOW!



Look for exclusive AIHA information, updates, and offers



Follow us for important industry news and happenings



Join the discussion with other like-minded professionals



Check out *AIHA Network TV* video series, and view popular uploads



Get more Information at aiha.org



Check out great offers and product specials.



HEALTHIER WORKPLACES

A HEALTHIER WORLD

Thanks for listening!

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