

PRACTICE AREA

OSHA

OSHA Compliance & Workplace Safety Counseling for Employers

Employers today face an OSHA environment defined by evolving standards, aggressive enforcement, and rapidly changing guidance on workplace health and safety. Friday, Eldredge & Clark helps employers anticipate and manage OSHA risk by translating complex regulations into practical policies, training, and compliance programs tailored to their operations. From day-to-day safety obligations and record-keeping to emergency rules like the COVID-19 vaccinate-or-test ETS, we guide clients through what is required, what is advisable, and how to implement both effectively.

When OSHA or other agencies come calling, we are prepared to respond quickly—assisting with inspections, responding to complaints, handling audits and investigations, and defending citations, penalties, and whistleblower claims. Our attorneys stay at the forefront of OSHA developments through frequent alerts, webinars, and national Employment Law Alliance initiatives, providing clients with clear, timely advice on new rules, increased fines, and enforcement trends that directly impact their workplaces.

Key Contacts



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Areas of Focus

Compliance & Policy Development

Our attorneys help employers design and maintain comprehensive OSHA compliance programs that align with both federal and state regulations. We assist with hazard communication, recordkeeping, safety training, emergency preparedness, and industry-specific safety standards to reduce workplace risk and liability.

Inspections, Audits & Investigations

When OSHA initiates an inspection or audit, we respond quickly. Our team represents employers during on-site visits, employee interviews, and document requests. We help manage communications with regulators, ensure cooperation without overexposure, and develop a strategic response to protect the employer's position.

Citation Defense & Litigation

If a citation or penalty is issued, we guide clients through informal settlement conferences, administrative hearings, and litigation before the Occupational Safety and Health Review Commission (OSHRC). We focus on reducing or eliminating penalties, negotiating practical abatement terms, and preventing repeat violations.

SUMMARY

- **OSHA Compliance Programs:** Develop and update written safety policies, training, and record-keeping to meet OSHA standards.
- **Workplace Safety Audits:** Proactive reviews of practices and procedures to identify and reduce OSHA and safety risks.
- **OSHA Inspections & Citations:** Rapid response and defense in inspections, investigations, and contested citations.
- **Regulatory Monitoring & Updates:** Ongoing guidance on new OSHA rules, emergency standards, and increased penalties.
- **National-Level Insight, Local Support:** Access to nationwide OSHA experience through the Employment Law Alliance with Arkansas-focused implementation.

Related Practice Areas

[Covenants Not to Compete](#)

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Training & Preventive Strategies

We conduct tailored training for management and HR teams to promote OSHA compliance, safety awareness, and proper documentation. By addressing high-risk areas such as injury reporting, personal protective equipment, and employee complaints, we help prevent violations before they occur.

Meet the Team

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