



COMMONWEALTH of VIRGINIA

DEPARTMENT OF LABOR AND INDUSTRY

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COMMISSIONER

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Dear Employer:

Working in the Hair Salon industry pose risk and exposure to employees. There are several hazards to look for when evaluating your workplace they you might not even be aware of. We would gladly help you get your business up to date on all current OSHA standards.

OSHA continues to respond to complaints and referrals of formaldehyde exposure in salons, beauty schools and manufacturing facilities. Federal OSHA has issued citations to numerous salon owners and beauty schools in Connecticut, Massachusetts, Pennsylvania, Florida, Illinois, New York, New Jersey and Ohio, with fines ranging up to \$17,500 for failing to protect workers from overexposure and potential exposure to formaldehyde. The rates have increased since those statistics were taken.

OSHA has significant resources to help employers identify and correct hazards at their workplaces. It is our hope that you take advantage of these resources to protect your employees. One of the most effective steps is to develop and implement a Safety and Health Program. You can learn more at: <https://www.osha.gov/shpguidelines>.

Over the years, OSHA has found that many employers lack expertise in workplace safety and health moreover, can benefit from professional assistance. Your own workers are a valuable resource that can help identify hazards and find solutions in your workplace.

An excellent way for smaller employers (those with 250 or fewer workers) to address safety and health is to ask for assistance from OSHA's On-site Consultation Program. This program offers no-cost and confidential safety and health services to employers. The Program is administered by the Department of Labor and Industry of Virginia and is, by law, completely separate from OSHA's Enforcement Program. Designed for small employers, the On-site Consultation Program can help perform evaluations of hazardous equipment and find effective and economical solutions for eliminating or controlling them. The state consultant can also assist you in developing and implementing an injury and illness prevention

program addressing hazards beyond amputations.

In Virginia, the OSHA Consultation Program (VOSH) may be contacted at:

Department of Labor and Industry of Virginia
Main Street Centre
600 East Main Street, Suite 207
Richmond, Virginia 23219
Phone: 804.371.2327
Fax: 804.371.6524
<https://www.doli.virginia.gov/vosh-programs/consultation/>

For scheduling of On-Site visits use link:

<https://www.doli.virginia.gov/wp-content/uploads/2019/10/NEW-REQUEST-FORM-2019.pdf>

For more information on Formaldehyde in salons visit: [Formaldehyde](#)

The salon industry is also a high hazard industry in regards to Covid-19 so visit the CDC website to learn more information on how to protect your workers. <https://www.cdc.gov/coronavirus/2019-ncov/index.html>

I hope you will take this opportunity to develop or improve your health and safety program and help remove hazards from your workplace. If you have questions or concerns about OSHA's requirements please contact us.

Sincerely,



Tracy Fitzpatrick
Consultation Program Manager
