# MOSH INSTRUCTION:

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| **INSTRUCTION NUMBER:** 24-8 | **EFFECTIVE DATE:** July 1, 2024 |
| **SUBJECT:** Civil Penalty Adjustments | **ISSUANCE DATE:**  July 1, 2024 |
| **CANCELLATION:** N/A | **EXPIRATION:** Effective until canceled or superseded |

**Purpose:**

This instruction adjusts the MOSH civil penalty structure in accordance with Chapter 104, Acts of 2024. This new annual civil penalty adjustment process mirrors Federal OSHA’s process.

**Scope:**  MOSH-wide

# Reference: A. Current MOSH Field Operations Manual (FOM)

B. [Ch. 104 (H.B. 244), Acts of 2024](https://mgaleg.maryland.gov/mgawebsite/Legislation/Details/hb0244?ys=2024RS) - Maryland Occupational Safety and Health Act - Civil Penalties - Alterations

C. [Labor and Employment Article, §5-810](https://mgaleg.maryland.gov/mgawebsite/Laws/StatuteText?article=gle&section=5-810&enactments=false)

# Contact: Chief of MOSH Compliance Services

# See MOSH Website for Current Information <https://www.labor.md.gov/labor/mosh>

**Background:**

In compliance with Ch. 104, Acts of 2024:

1. Beginning with inspections that take place on or after July 1, 2024, the *maximum* penalty is:
   1. $16,131 for each violation;
   2. $16,131 for each day an identified violation is not corrected within the period allowed for correction; and
   3. $161,323 for each willful or repeated violation.
2. The new *minimum* civil penalty for a willful violation is $11,162 for each violation.
3. Beginning on January 1, 2025, the Commissioner of Labor will annually increase the maximum and minimum willful civil penalties by the calendar year percentage increase in the Consumer Price Index for All Urban Consumers (CPI-U) or a successor index, effective on July 15th of each year. The Commissioner will maintain on the MOSH website, under Guidance Documents, the current penalty amounts affected by this Instruction.

By and Under the Authority of:



Michael A. Penn CSP, SMS

Acting Assistant Commissioner