• $165,514 PER WILLFUL VIOLATION Service bays, body shops, parts departments & detail

OSHA Workshop Safety Compliance Guidebook for Automotive Companies

Chemicals, lifts, grinders, paint booths and forklifts: what OSHA inspectors check at US dealerships, what good looks like, **and how one unsafe habit becomes a six-figure citation, or a death.**





$165,514
maximum per **willful or repeat** violation (2026).

48,069
OSHA citations on record against **motor vehicle & parts dealers**.

8 hours
to report a **workplace death** to OSHA. 24 hours for an amputation or hospitalisation.

14 standards | 45 checkpoints | 29 CFR 1910 | Right way / wrong way | Ideal fix time

Dec 2017 3 killed · $152K → **Mar 2022** Lift crush · $1.26M → **2026** $165,514 per willful → **One inspection, every bay counted.**

WHY THIS GUIDEBOOK EXISTS

Every bay has a way to hurt someone.

A US dealership workshop combines chemicals, heavy lifts, grinding wheels, spray paint, high-voltage equipment and forklifts under one roof. OSHA can walk in after a complaint, an injury report or a referral, and it doesn't need an appointment. Every hazard it finds is **a separate citation**.

This guidebook covers the 14 standards most often cited at dealerships and the ones that kill people. Each page shows what good looks like, what failure costs, and how to audit it.

WHERE THE HAZARDS ARE IN A DEALERSHIP

Chemicals
Brake cleaner, solvents, paint, acid
OSHA-01 · 02 · 07

Vehicle lifts & pits
Falling vehicles, falls into pits
OSHA-03 · 13

Machines
Grinders, brake lathes, tyre changers
OSHA-04 · 11 · 14

Paint & body shop
Isocyanate spray mist
OSHA-05 · 06

Electrical & fire
Panels, cords, exits, extinguishers
OSHA-08 · 09

Parts warehouse
Forklifts, racking, records
OSHA-10 · 12

HOW OSHA ENFORCEMENT WORKS

Federal OSHA
US Department of Labor
Inspects private workplaces in states without their own plan

State plans
e.g. Cal/OSHA, MIOSHA, WA L&I
About half the states run their own programs, often stricter

Triggers
Complaints, injuries, referrals
Plus targeted programs and severe-injury reports

General Duty
OSH Act §5(a)(1)
Covers serious hazards with no specific standard, like lifts

WHO IT'S FOR

Dealer principals & GMs
See how single hazards add up to six-figure exposure.

Service, body & parts managers
Know exactly what OSHA looks for in each area.

Auditors & safety officers
Walk the site with a checklist inspectors would recognise.

THE CITATION IS PER HAZARD, NOT PER INSPECTION

One inspection. 14 hazards. Up to $2.3 million.

OSHA fines are per violation. A single walk-through can produce a list: a missing SDS, an unguarded grinder, a blocked exit, an untrained forklift driver. Each one is **up to $16,550**, or **$165,514** if willful or repeated. Amounts are the 2025 figures, which OSHA confirmed remain in effect for 2026.

THE PENALTY LADDER

LEVEL 1
$16,550
Serious or other-than-serious violation, per hazard.

LEVEL 2
$16,550 / day
Failure to fix by the abatement date, every day it stays unfixed.

LEVEL 3
$165,514
Willful or repeat violation, per hazard. Repeats count across all company sites.

LEVEL 4
Jail
A willful violation causing a death: up to 6 months, plus criminal fines.

REAL CASES FROM US AUTOMOTIVE BUSINESSES

WHO	RESULT	WHAT HAPPENED
Carl Cannon Inc., Alabama Dealership · Dec 2017	**$152,099** 1 willful + 2 serious	Flash fire while cleaning a service pit with flammable brake wash: **3 workers killed**.
The Auto Store LLC, New Jersey Auto parts · Mar 2022	**$1,260,275** 33 violations	Vehicle lift crushed a worker's hand. Lockout, machine guarding, blocked exits, PPE.
Motor vehicle & parts dealers All US records	**$25.3M** 48,069 citations	Top cited: hazard communication, abrasive wheels, first aid, PPE, General Duty.

EVERY STANDARD FAILED ONCE
$231,700
14 serious citations at $16,550 each.

THE SAME, AS WILLFUL
$2.32M
14 willful citations at $165,514 each.

AND THEN
Per day
Unfixed after the deadline: **$16,550 every day**, plus lawsuits and workers' comp.

HOW TO USE THIS GUIDE

One page per standard. Count every hazard.

1. **Header**: code, area, owner and the maximum penalty
2. **The law**: which regulator and which regulation
3. **The cost**: fine, what else can happen and a real case
4. **Right / wrong**: illustrated pass and fail, plus how to audit

THE 14 STANDARDS

OSHA-01	Hazard Communication Program	1910.1200	SEVERE	$16.5K–165K	7 days	5
OSHA-02	Flammable Liquids Stored & Used Safely ⛓ PRISON	1910.106	SEVERE	$165K + jail	Immediate	6
OSHA-03	Vehicle Lifts Inspected & Operated Safely ⛓ PRISON	General Duty	SEVERE	$165K + jail	Immediate	7
OSHA-04	Bench Grinders Guarded	1910.215	SEVERE	$16.5K each	24 hours	8
OSHA-05	Respiratory Protection in the Body Shop	1910.134	SEVERE	$16.5K–165K	7 days	9
OSHA-06	PPE Hazard Assessment & Eye Protection	1910.132–133	SEVERE	$16.5K each	7 days	10
OSHA-07	Eyewash Stations & First Aid	1910.151	SEVERE	$16.5K each	24 hours	11
OSHA-08	Exit Routes & Fire Extinguishers	1910.37 · .157	SEVERE	$16.5K each	Immediate	12
OSHA-09	Electrical Safety	1910.303 · .305	SEVERE	$16.5K each	24 hours	13
OSHA-10	Forklift Operators Trained & Certified	1910.178	SEVERE	$16.5K each	72 hours	14
OSHA-11	Lockout / Tagout ⛓ PRISON	1910.147	SEVERE	$165K + jail	7 days	15
OSHA-12	Injury Records & Reporting	Part 1904	SEVERE	$16.5K each	7 days	16
OSHA-13	Floors & Service Pits	1910.22 · .28	SEVERE	$16.5K each	24 hours	17
OSHA-14	Compressed Air Used Safely	1910.242	SEVERE	$16.5K each	24 hours	18

IDEAL FIX TIME · COUNTED FROM AUDIT SUBMISSION

Immediate	Stop the work now · life-threatening	3 standards
24 hours	Fix within 1 working day	5 standards
72 hours	Fix within 3 working days	1 standard
7 days	Fix within 1 week · programs and records	5 standards

SCORING EACH CHECKPOINT

PASS
Every criterion met at the time of audit, with evidence captured.

FAIL
Any criterion not met. If someone could be killed or badly hurt, stop the work first.

N/A
Only where "Applies when" rules it out. Record why.

Note. Where a state runs its own OSHA plan (e.g. California, Washington, Michigan), its rules and penalties apply and can be stricter. Check your state.

OSHA-01 OSHA · WORKSHOP SAFETY · STANDARD 01 OF 14

Hazard Communication Program

Area **Service · Body shop · Parts · Detail**

Person in charge **Service Manager · Safety Officer**

Regulator **OSHA**

MAXIMUM PENALTY

USD 165,514

per willful or repeat violation · 2026 maximum

Serious: **up to $16,550 each** · not fixed: **$16,550 per day**

SEVERE

THE LAW

OSHA

Occupational Safety and Health Act of 1970 · 29 CFR Part 1910 (General Industry) · OSHA civil penalty amounts for 2025, **unchanged for 2026** · **29 CFR 1910.1200** Hazard Communication: written program, labels, Safety Data Sheets (SDS), training

WHAT WE CHECK

A written hazard communication program covers every chemical in the shop, with an up-to-date Safety Data Sheet for each, labels on every container (including spray bottles), and trained staff.

CHECKPOINTS IN THE AUDIT

- **Q1** Is there a written hazard communication program for the site?
- **Q2** Is there a current Safety Data Sheet for every chemical used, available to staff on every shift?
- **Q3** Is every container labelled, including secondary containers like spray bottles?
- **Q4** Have all exposed employees been trained on the chemicals they use?

WHAT NON-COMPLIANCE COSTS YOU

THE FINE

Up to **$16,550 per serious violation** and **$165,514 per willful or repeat violation**. Every bay, machine or worker exposed can be a **separate citation**.

BEYOND THE FINE

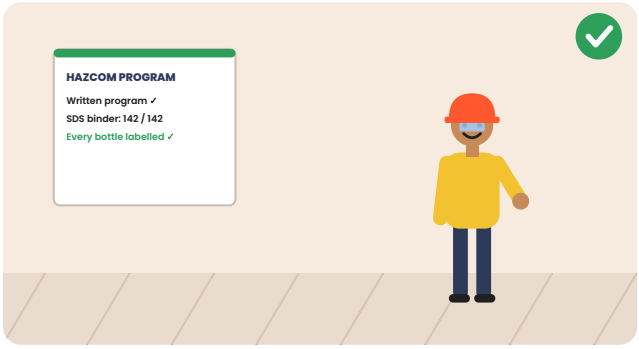
Not fixed by the deadline: **up to $16,550 per day**. Citations are public on OSHA's website, and repeat citations follow every location of the same company for 5 years.

REAL ENFORCEMENT

#1

most-cited OSHA standard at **dealerships**: Hazard Communication, with **3,604 citations** on record.

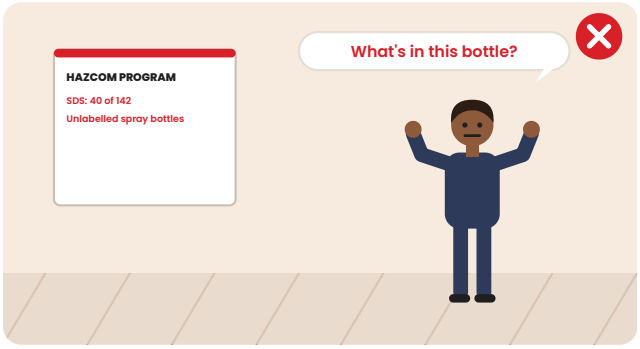
✔ RIGHT WAY



Written program, a complete SDS binder and every bottle labelled.

✖ WRONG WAY

$165K WILLFUL



Unlabelled spray bottles and a third of the SDS missing.

PURPOSE

Brake cleaner, solvents, coolant, paint and battery acid are in every bay. Workers must know what they're handling and what to do when it goes wrong.

FIX IT WITHIN

7 days

AUDIT CRITERIA · PASS WHEN

- Written program on site
- SDS for 100% of chemicals
- All containers labelled
- Training records for all exposed staff

IDEAL WAY OF AUDITING

1. Pick 10 chemicals from the shelves
2. Find each SDS in the binder or system
3. Check spray bottles for labels
4. Ask 2 technicians what's in their bottle

Evidence: Program copy + SDS index + training log + photos.

WORST CASE It's the **#1 citation at dealerships**. Missing program, missing SDS, missing labels and missing training can be **four separate citations**: up to **$66,200** as serious, **$662,056** as willful.

OSHA-02 OSHA · WORKSHOP SAFETY · STANDARD 02 OF 14

Flammable Liquids Stored & Used Safely

Area **Service bays · Pits · Body shop**

Person in charge **Service Manager · Safety Officer**

Regulator **OSHA**

MAXIMUM PENALTY

USD 165,514

per willful or repeat violation · 2026 maximum

Serious: **up to $16,550 each** · not fixed: **$16,550 per day**

SEVERE **JAIL IF FATAL**

THE LAW

OSHA

Occupational Safety and Health Act of 1970 · 29 CFR Part 1910 (General Industry) · OSHA civil penalty amounts for 2025, **unchanged for 2026** · **29 CFR 1910.106** Flammable liquids · **1910.307** Hazardous (classified) locations

WHAT WE CHECK

Flammable liquids are kept in approved safety cans and cabinets, only small working quantities are out, and flammable cleaners are never used in pits or near ignition sources.

CHECKPOINTS IN THE AUDIT

- **Q1** Are flammable liquids stored in approved safety cans or flammable-storage cabinets?
- **Q2** Are working quantities outside storage kept to a minimum?
- **Q3** Is flammable brake cleaner or solvent never used in service pits or near open flames, sparks or non-rated electrical equipment?

WHAT NON-COMPLIANCE COSTS YOU

THE FINE

Up to **$16,550 per serious violation** and **$165,514 per willful or repeat violation**. Every bay, machine or worker exposed can be a **separate citation**.

BEYOND THE FINE

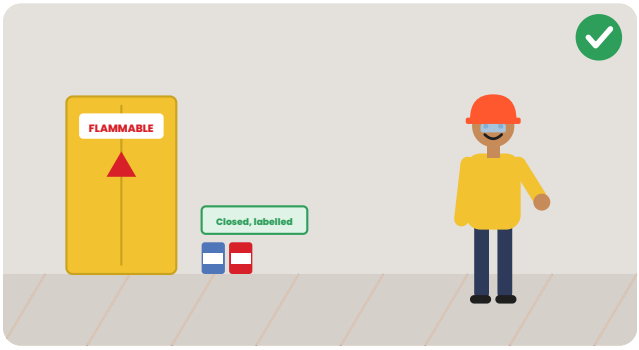
A **willful violation that causes a death** is a federal crime: up to **6 months in jail**, plus criminal fines. Not fixed by the deadline: up to $16,550 per day.

REAL ENFORCEMENT

3 killed

in a flash fire at an **Alabama dealership** while cleaning a service pit with **flammable brake wash**. OSHA: 1 willful + 2 serious citations, **$152,099** (Dec 2017).

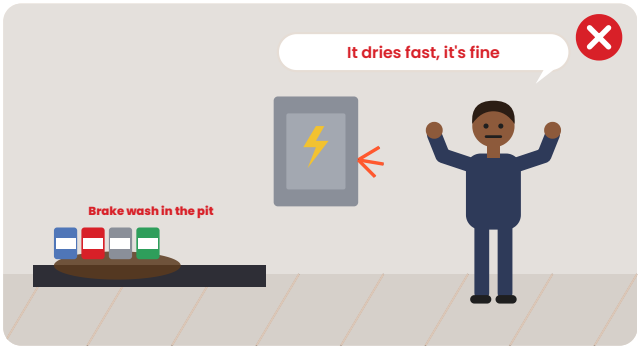
✔ RIGHT WAY



Closed, labelled cans in a flammable cabinet.

✖ WRONG WAY

JAIL IF FATAL



Brake wash sprayed in a pit next to a sparking panel.

PURPOSE

Vapours from brake wash and solvents sink and collect in pits. One spark and the whole bay burns. This exact scenario killed 3 dealership workers.

FIX IT WITHIN

Immediate

AUDIT CRITERIA · PASS WHEN

- Approved safety cans and cabinets
- Only a shift's quantity out
- No flammable spray in pits
- Non-flammable cleaner used for pits

IDEAL WAY OF AUDITING

1. Walk every bay and pit
2. Open the flammable cabinet
3. Check cleaners used for pit cleaning
4. Look for ignition sources nearby

Evidence: Photos of cabinet, pits and cleaners in use.

WORST CASE This is the case that killed **3 dealership workers**. A willful citation is **$165,514**, and a willful violation that causes a death is **a crime with jail time**.

OSHA-03 OSHA · WORKSHOP SAFETY · STANDARD 03 OF 14

Vehicle Lifts Inspected & Operated Safely

Area **Service bays · Quick lube** | Person in charge **Service Manager · Shop Foreman** | Regulator **OSHA**

MAXIMUM PENALTY

USD 165,514

per willful or repeat violation · 2026 maximum

Serious: **up to $16,550 each** · not fixed: **$16,550 per day**

SEVERE | JAIL IF FATAL

THE LAW

OSHA

Occupational Safety and Health Act of 1970 · 29 CFR Part 1910 (General Industry) · OSHA civil penalty amounts for 2025, **unchanged for 2026** · **OSH Act §5(a)(1) General Duty Clause** · industry standard **ANSI/ALI ALOIM** (annual lift inspection, trained operators)

WHAT WE CHECK

Every vehicle lift is inspected at least once a year by a qualified inspector, checked daily by users, and only operated by trained technicians who follow the lift points and locks.

CHECKPOINTS IN THE AUDIT

- Q1 Has every vehicle lift been inspected in the last 12 months by a qualified (e.g., ALI-certified) inspector?
- Q2 Do operators do a daily pre-use check and lock the lift before going under?
- Q3 Are only trained technicians allowed to operate lifts, with records kept?
- Q4 Are damaged lifts tagged out of service until repaired?

WHAT NON-COMPLIANCE COSTS YOU

THE FINE

Up to **$16,550 per serious violation** and **$165,514 per willful or repeat violation**. Every bay, machine or worker exposed can be a **separate citation**.

BEYOND THE FINE

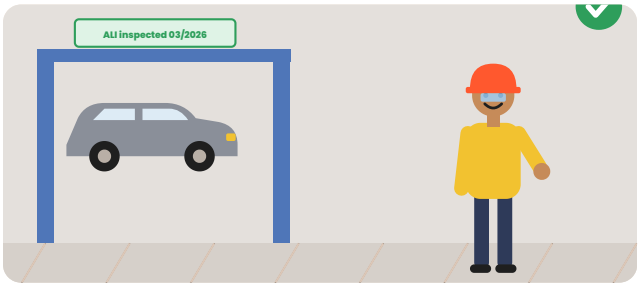
A **willful violation that causes a death** is a federal crime: up to **6 months in jail**, plus criminal fines. Not fixed by the deadline: up to $16,550 per day.

REAL ENFORCEMENT

$1.26M

proposed against a **New Jersey auto parts business** after a **vehicle lift crushed a worker's hand**: 33 violations incl. lockout, blocked exits, PPE (Mar 2022).

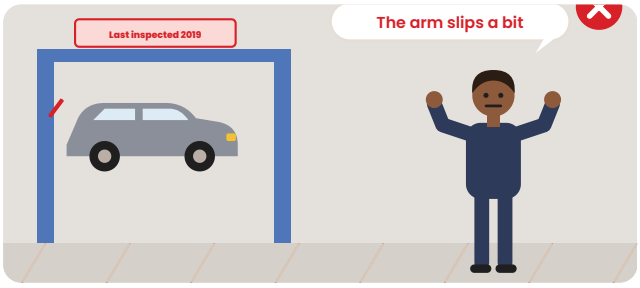
✔ RIGHT WAY



Inspection sticker from this year, lift locked before work.

✖ WRONG WAY

JAIL IF FATAL



Last inspected in 2019, and the arm slips.

PURPOSE

A falling vehicle is the most common way a dealership technician is killed. OSHA uses the General Duty Clause and ANSI standards to cite unsafe lifts.

FIX IT WITHIN

Immediate

AUDIT CRITERIA · PASS WHEN

- Annual inspection sticker on every lift
- Daily checks logged
- Operators trained and listed
- Faulty lifts tagged out

IDEAL WAY OF AUDITING

1. Check the sticker date on every lift
2. Watch a technician raise and lock a vehicle
3. Review the training list
4. Look for tagged-out lifts

Evidence: Photos of lift stickers + training list + daily check log.

WORST CASE A lift crushed a worker's hand and the business got **$1.26M in proposed penalties**. If a lift falls on someone, it's **$165,514 per willful citation** and possible jail.

OSHA-04 OSHA · WORKSHOP SAFETY · STANDARD 04 OF 14

Bench Grinders Guarded

Area **Service · Parts · Body shop** | Person in charge **Shop Foreman** | Regulator **OSHA**

MAXIMUM PENALTY

USD 165,514

per willful or repeat violation · 2026 maximum

Serious: **up to $16,550 each** · not fixed: **$16,550 per day**

• SEVERE

THE LAW

OSHA

Occupational Safety and Health Act of 1970 · 29 CFR Part 1910 (General Industry) · OSHA civil penalty amounts for 2025, **unchanged for 2026** · **29 CFR 1910.215** Abrasive wheel machinery · **1910.212** Machine guarding

WHAT WE CHECK

Every bench grinder and brake lathe has its guards in place: the tongue guard within 1/4 inch of the wheel and the work rest within 1/8 inch, and the machine is anchored.

CHECKPOINTS IN THE AUDIT

- **Q1** Are side guards and tongue guards in place on every grinder?
- **Q2** Is the tongue guard within 1/4 inch and the work rest within 1/8 inch of the wheel?
- **Q3** Are grinders securely mounted and wheels undamaged?

WHAT NON-COMPLIANCE COSTS YOU

THE FINE

Up to **$16,550 per serious violation** and **$165,514 per willful or repeat violation**. Every bay, machine or worker exposed can be a **separate citation**.

BEYOND THE FINE

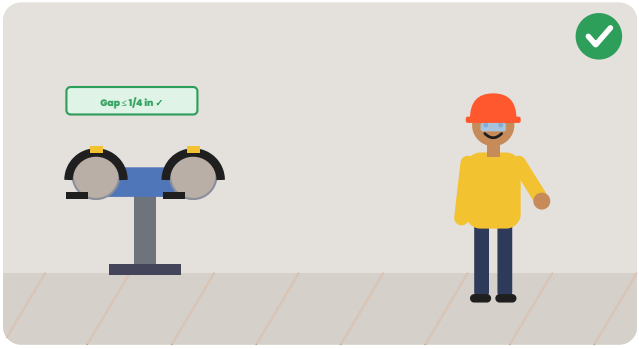
Not fixed by the deadline: **up to $16,550 per day**. Citations are public on OSHA's website, and repeat citations follow every location of the same company for 5 years.

REAL ENFORCEMENT

1,633

citations for **abrasive wheels** (bench grinders, brake lathes) at dealers: the **#2 standard** in the sector.

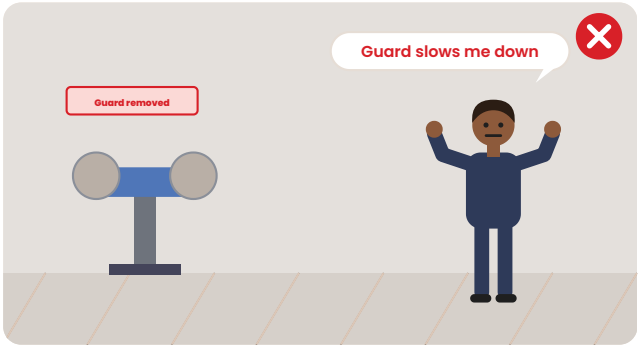
✔ RIGHT WAY



Guards in place with the right gaps.

✖ WRONG WAY

$16.5K EACH



Guard taken off to work faster.

PURPOSE

A wheel that shatters without a guard throws fragments like shrapnel. It's the second-most cited standard at dealerships.

FIX IT WITHIN

24 hours

AUDIT CRITERIA · PASS WHEN

- All guards fitted
- Tongue guard gap ≤ 1/4 in
- Work rest gap ≤ 1/8 in
- Machine anchored

IDEAL WAY OF AUDITING

1. Inspect every grinder and lathe
2. Measure the gaps
3. Check wheel condition
4. Check mounting

Evidence: Photos of each grinder with gap measurement.

WORST CASE Every unguarded grinder is its own citation. With three grinders across the site, that's up to **$49,650** as serious.

OSHA-05 OSHA · WORKSHOP SAFETY · STANDARD 05 OF 14

Respiratory Protection in the Body Shop

Area **Body & paint shop** | Person in charge **Body Shop Manager** | Regulator **OSHA**

MAXIMUM PENALTY

USD 165,514

per willful or repeat violation · 2026 maximum

Serious: **up to $16,550 each** · not fixed: **$16,550 per day**

SEVERE

THE LAW

OSHA

Occupational Safety and Health Act of 1970 · 29 CFR Part 1910 (General Industry) · OSHA civil penalty amounts for 2025, **unchanged for 2026** · **29 CFR 1910.134** Respiratory protection · **1910.94** Ventilation (spray booths)

WHAT WE CHECK

Painters and anyone exposed to spray mist have a written respirator program, a medical evaluation, an annual fit test and the right respirator, not a dust mask.

Applies when: Wherever respirators are required or provided, especially paint and body shops.

CHECKPOINTS IN THE AUDIT

- **Q1** Is there a written respiratory protection program?
- **Q2** Has every respirator user had a medical evaluation and an annual fit test?
- **Q3** Are the right respirators (e.g., supplied-air for isocyanate paints) used and maintained?
- **Q4** Is the spray booth ventilation working and checked?

WHAT NON-COMPLIANCE COSTS YOU

THE FINE

Up to **$16,550 per serious violation** and **$165,514 per willful or repeat violation**. Every bay, machine or worker exposed can be a **separate citation**.

BEYOND THE FINE

Not fixed by the deadline: **up to $16,550 per day**. Citations are public on OSHA's website, and repeat citations follow every location of the same company for 5 years.

REAL ENFORCEMENT

Top 10

Lockout/tagout, respirators, forklifts and machine guarding are all on OSHA's **FY2025 list of most-cited standards** nationwide.

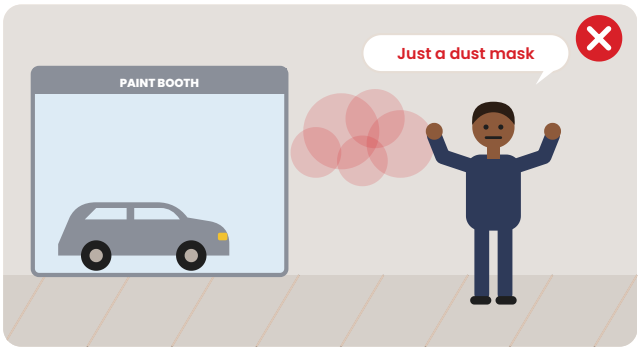
✔ RIGHT WAY



Painter in the booth, fit-tested, correct respirator.

✖ WRONG WAY

$165K WILLFUL



Painting with a dust mask as spray mist fills the booth.

PURPOSE

Isocyanate paints can cause permanent asthma. Respiratory protection is on OSHA's national top-10 list every year.

FIX IT WITHIN

7 days

AUDIT CRITERIA · PASS WHEN

- Written program
- Medical evaluation for each user
- Fit test every 12 months
- Correct respirator in use

IDEAL WAY OF AUDITING

1. Request the written program
2. Check fit-test dates
3. Watch a painter suit up
4. Check booth airflow and filters

Evidence: Program + fit-test records + photos.

WORST CASE No program, no medical evaluation and no fit test: **three citations per painter**. A body shop with 4 painters faces up to **$198,600** as serious.

OSHA-06 OSHA · WORKSHOP SAFETY · STANDARD 06 OF 14

PPE Hazard Assessment & Eye Protection

Area **All work areas** | Person in charge **Safety Officer · Service Manager** | Regulator **OSHA**

MAXIMUM PENALTY

USD 165,514

per willful or repeat violation · 2026 maximum

Serious: **up to $16,550 each** · not fixed: **$16,550 per day**

SEVERE

THE LAW

OSHA

Occupational Safety and Health Act of 1970 · 29 CFR Part 1910 (General Industry) · OSHA civil penalty amounts for 2025, **unchanged for 2026** · **29 CFR 1910.132** PPE general requirements · **1910.133** Eye and face protection · **1910.138** Hand protection

WHAT WE CHECK

A written, certified hazard assessment identifies the protective equipment each job needs, the employer provides it, and technicians actually wear it.

CHECKPOINTS IN THE AUDIT

- **Q1** Is there a written, signed PPE hazard assessment for each work area?
- **Q2** Is the required PPE (safety glasses, gloves, face shields) provided free of charge?
- **Q3** Are employees trained on and actually wearing the PPE?

WHAT NON-COMPLIANCE COSTS YOU

THE FINE

Up to **$16,550 per serious violation** and **$165,514 per willful or repeat violation**. Every bay, machine or worker exposed can be a **separate citation**.

BEYOND THE FINE

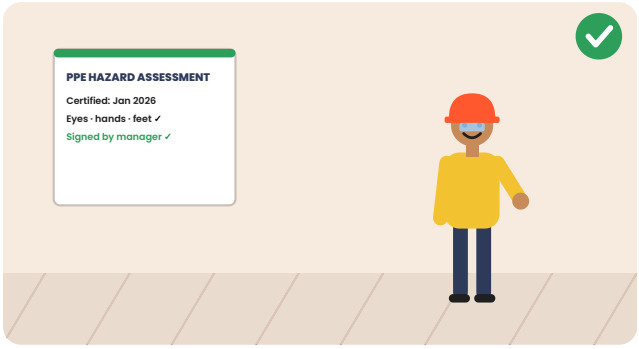
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REAL ENFORCEMENT

48,069

OSHA citations on record against **motor vehicle & parts dealers** across 13,154 workplaces: **$25.3M in penalties**.

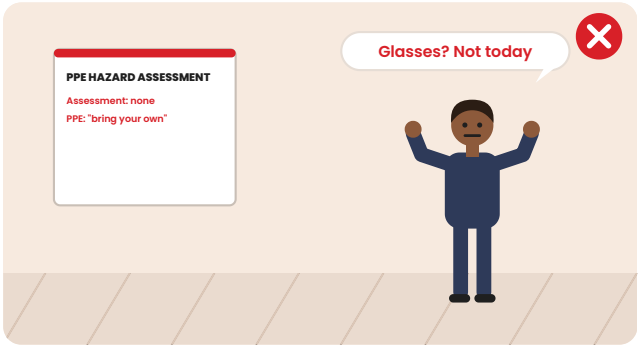
✔ RIGHT WAY



Signed assessment, safety glasses and gloves in use.

✖ WRONG WAY

$16.5K EACH



No assessment and no glasses at the grinder.

PURPOSE

Eye injuries are among the most common at dealerships. The assessment is the paperwork OSHA asks for first.

FIX IT WITHIN

7 days

AUDIT CRITERIA · PASS WHEN

- Certified written assessment
- PPE provided free
- Training recorded
- PPE worn in the bays

IDEAL WAY OF AUDITING

1. Request the assessment
2. Walk the bays and count who's wearing PPE
3. Check PPE stock
4. Check training records

Evidence: Assessment + training log + photos.

WORST CASE No assessment is one citation; every area without the right PPE can be another. Up to **$16,550 each**.

OSHA-07 OSHA · WORKSHOP SAFETY · STANDARD 07 OF 14

Eyewash Stations & First Aid

Area **Service · Parts (batteries) · Detail** | Person in charge **Shop Foreman** | Regulator **OSHA**

MAXIMUM PENALTY

USD 165,514

per willful or repeat violation · 2026 maximum

Serious: **up to $16,550 each** · not fixed: **$16,550 per day**

• SEVERE

THE LAW

OSHA

Occupational Safety and Health Act of 1970 · 29 CFR Part 1910 (General Industry) · OSHA civil penalty amounts for 2025, **unchanged for 2026** · **29 CFR 1910.151** Medical services and first aid (quick-drenching facilities where corrosives are handled)

WHAT WE CHECK

Where batteries, acids or corrosives are handled, an eyewash station is within about 10 seconds' reach, unobstructed and flushed regularly. First aid supplies and trained responders are available.

CHECKPOINTS IN THE AUDIT

- **Q1** Is an eyewash station available within about 10 seconds of every area where corrosives (e.g., battery acid) are handled?
- **Q2** Is the eyewash unobstructed, working and flushed weekly?
- **Q3** Are first aid supplies stocked, and is someone trained in first aid on every shift?

WHAT NON-COMPLIANCE COSTS YOU

THE FINE

Up to **$16,550 per serious violation** and **$165,514 per willful or repeat violation**. Every bay, machine or worker exposed can be a **separate citation**.

BEYOND THE FINE

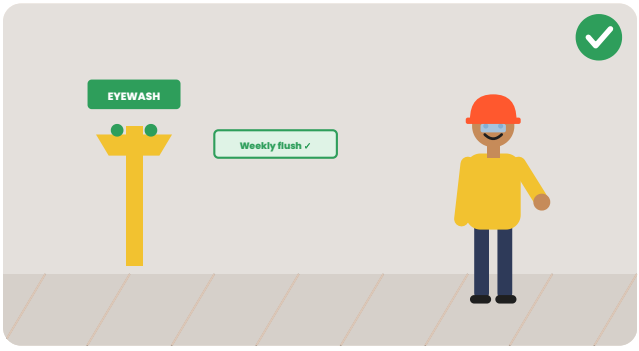
Not fixed by the deadline: **up to $16,550 per day**. Citations are public on OSHA's website, and repeat citations follow every location of the same company for 5 years.

REAL ENFORCEMENT

690

citations for **first aid & eyewash** at dealers: the **#3 standard** in the sector.

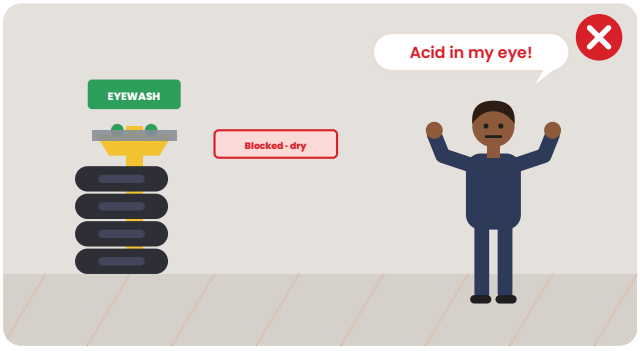
✔ RIGHT WAY



Eyewash clear, flushed weekly and logged.

✖ WRONG WAY

$16.5K EACH



Eyewash blocked by tyres, and dry.

PURPOSE

Battery acid in the eye needs flushing within seconds. The third-most cited standard at dealers.

FIX IT WITHIN

◷ 24 hours

AUDIT CRITERIA · PASS WHEN

- Eyewash within 10 seconds
- Clear access
- Weekly flush logged
- First aid kit and trained responder

IDEAL WAY OF AUDITING

1. Time the walk from the battery area
2. Activate the eyewash
3. Check the flush log
4. Check the first aid kit

Evidence: Photos + flush log + first aid certificates.

WORST CASE A technician with acid in the eye and no working eyewash is a **serious citation, $16,550**, plus a workers' compensation claim.

OSHA-08 OSHA · WORKSHOP SAFETY · STANDARD 08 OF 14

Exit Routes & Fire Extinguishers

Area **Whole site** | Person in charge **Facility Manager** | Regulator **OSHA**

MAXIMUM PENALTY

USD 165,514

per willful or repeat violation · 2026 maximum

Serious: **up to $16,550 each** · not fixed: **$16,550 per day**

• SEVERE

THE LAW

OSHA

Occupational Safety and Health Act of 1970 · 29 CFR Part 1910 (General Industry) · OSHA civil penalty amounts for 2025, **unchanged for 2026** · **29 CFR 1910.36–37** Exit routes · **1910.157** Portable fire extinguishers · **1910.39** Fire prevention plan

WHAT WE CHECK

Exit routes are clear, marked and lit. Fire extinguishers are mounted, visible, checked monthly, serviced annually, and staff know how to use them.

CHECKPOINTS IN THE AUDIT

- **Q1** Are all exit routes clear, marked and never locked from the inside?
- **Q2** Are fire extinguishers mounted, accessible, inspected monthly and serviced annually?
- **Q3** Are employees trained on extinguisher use at least once a year?

WHAT NON-COMPLIANCE COSTS YOU

THE FINE

Up to **$16,550 per serious violation** and **$165,514 per willful or repeat violation**. Every bay, machine or worker exposed can be a **separate citation**.

BEYOND THE FINE

Not fixed by the deadline: **up to $16,550 per day**. Citations are public on OSHA's website, and repeat citations follow every location of the same company for 5 years.

REAL ENFORCEMENT

$1.26M

proposed against a **New Jersey auto parts business** after a **vehicle lift crushed a worker's hand**: 33 violations incl. lockout, blocked exits, PPE (Mar 2022).

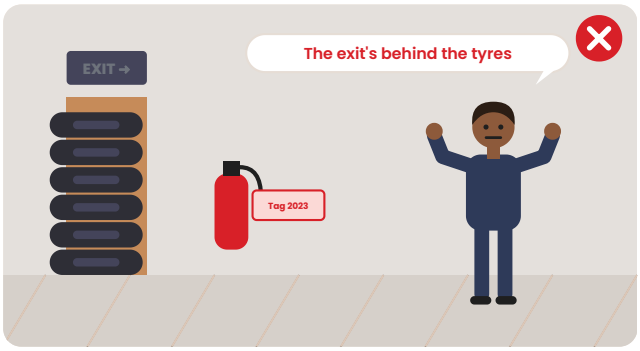
✔ RIGHT WAY



Exit sign lit, door clear, extinguisher tagged this year.

✖ WRONG WAY

$16.5K EACH



Exit blocked by tyres, extinguisher tag from 2023.

PURPOSE

Tyres, cars and parts pile up quickly. In a fire, a blocked exit turns an incident into a fatality.

FIX IT WITHIN

◷ Immediate

AUDIT CRITERIA · PASS WHEN

- All exits clear and marked
- Extinguishers visible and mounted
- Monthly checks, annual service
- Annual training

IDEAL WAY OF AUDITING

1. Walk every exit route
2. Check extinguisher tags
3. Test exit sign lights
4. Check training records

Evidence: Photos of exits + extinguisher tags + training log.

WORST CASE Blocked exits were part of the **$1.26M** case above. Every blocked exit and every lapsed extinguisher is a separate citation.

OSHA-09 OSHA · WORKSHOP SAFETY · STANDARD 09 OF 14

Electrical Safety

Area **Whole site** | Person in charge **Facility Manager** | Regulator **OSHA**

MAXIMUM PENALTY

USD 165,514

per willful or repeat violation · 2026 maximum

Serious: **up to $16,550 each** · not fixed: **$16,550 per day**

• SEVERE

THE LAW

OSHA

Occupational Safety and Health Act of 1970 · 29 CFR Part 1910 (General Industry) · OSHA civil penalty amounts for 2025, **unchanged for 2026** · **29 CFR 1910.303** General electrical requirements · **1910.305** Wiring methods

WHAT WE CHECK

Electrical panels have 36 inches of clear space, covers and labelled breakers. Extension cords aren't used as permanent wiring, and cords and plugs are undamaged.

CHECKPOINTS IN THE AUDIT

- Q1 Is there at least 36 inches of clear working space in front of every electrical panel?
- Q2 Are panels closed, breakers labelled and unused openings covered?
- Q3 Are extension cords used only temporarily, undamaged and never daisy-chained?

WHAT NON-COMPLIANCE COSTS YOU

THE FINE

Up to **$16,550 per serious violation** and **$165,514 per willful or repeat violation**. Every bay, machine or worker exposed can be a **separate citation**.

BEYOND THE FINE

Not fixed by the deadline: **up to $16,550 per day**. Citations are public on OSHA's website, and repeat citations follow every location of the same company for 5 years.

REAL ENFORCEMENT

Top 10

Lockout/tagout, respirators, forklifts and machine guarding are all on OSHA's **FY2025 list of most-cited standards** nationwide.

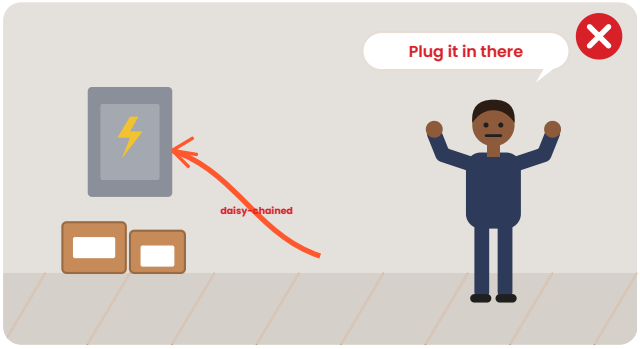
✔ RIGHT WAY



Panel clear with 36 inches marked on the floor.

✖ WRONG WAY

$16.5K EACH



Boxes stacked at the panel, cords daisy-chained across the floor.

PURPOSE

Workshops use high-power equipment in wet, oily conditions. Electrical wiring is in the top 5 citations at dealerships.

FIX IT WITHIN

24 hours

AUDIT CRITERIA · PASS WHEN

- 36 in clearance at panels
- Panels closed and labelled
- No permanent extension cords
- Cords and plugs intact

IDEAL WAY OF AUDITING

1. Check every panel's clearance
2. Open panels: labels and blanks
3. Trace extension cords
4. Look for damaged cords

Evidence: Photos of panels and cords.

WORST CASE Each blocked panel and each improper cord is a separate citation: **up to $16,550 each**.

OSHA-10 OSHA · WORKSHOP SAFETY · STANDARD 10 OF 14

Forklift Operators Trained & Certified

Area **Parts warehouse · Yard** | Person in charge **Parts Manager** | Regulator **OSHA**

MAXIMUM PENALTY

USD 165,514

per willful or repeat violation · 2026 maximum

Serious: **up to $16,550 each** · not fixed: **$16,550 per day**

• SEVERE

THE LAW

OSHA

Occupational Safety and Health Act of 1970 · 29 CFR Part 1910 (General Industry) · OSHA civil penalty amounts for 2025, **unchanged for 2026** · **29 CFR 1910.178** Powered industrial trucks

WHAT WE CHECK

Everyone who drives a forklift in the parts warehouse or yard has been trained, evaluated and certified (re-evaluated every 3 years), and forklifts are checked before each shift.

Applies when: Wherever forklifts or other powered industrial trucks are used.

CHECKPOINTS IN THE AUDIT

- **Q1** Has every forklift operator been trained and certified, with an evaluation in the last 3 years?
- **Q2** Are forklifts inspected before every shift, with defects reported?
- **Q3** Are unauthorised employees prevented from operating forklifts?

WHAT NON-COMPLIANCE COSTS YOU

THE FINE

Up to **$16,550 per serious violation** and **$165,514 per willful or repeat violation**. Every bay, machine or worker exposed can be a **separate citation**.

BEYOND THE FINE

Not fixed by the deadline: **up to $16,550 per day**. Citations are public on OSHA's website, and repeat citations follow every location of the same company for 5 years.

REAL ENFORCEMENT

Top 10

Lockout/tagout, respirators, forklifts and machine guarding are all on OSHA's **FY2025 list of most-cited standards** nationwide.

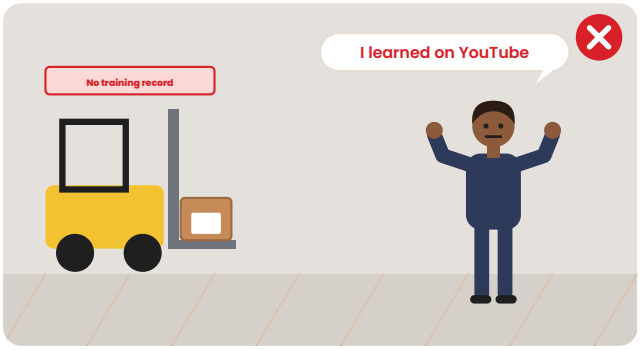
✔ RIGHT WAY



Certified operator and a daily check card.

✖ WRONG WAY

$16.5K EACH



Untrained driver: "I learned on YouTube."

PURPOSE

Forklift tip-overs and pedestrian strikes are deadly. The standard is on OSHA's national top-10 list.

FIX IT WITHIN

72 hours

AUDIT CRITERIA · PASS WHEN

- Certification for every operator
- Re-evaluation every 3 years
- Pre-shift check logged
- Keys controlled

IDEAL WAY OF AUDITING

1. List everyone who drives a forklift
2. Match to certificates
3. Check the daily inspection log
4. Ask who holds the keys

Evidence: Certificates + inspection log.

WORST CASE Each untrained operator is a citation. Three untrained drivers: up to **$49,650** as serious.

OSHA-11 OSHA · WORKSHOP SAFETY · STANDARD 11 OF 14

Lockout / Tagout

Area **Service · Car wash · Maintenance**

Person in charge **Facility Manager · Shop Foreman**

Regulator **OSHA**

MAXIMUM PENALTY

USD 165,514

per willful or repeat violation · 2026 maximum

Serious: **up to $16,550 each** · not fixed: **$16,550 per day**

SEVERE **JAIL IF FATAL**

THE LAW

OSHA

Occupational Safety and Health Act of 1970 · 29 CFR Part 1910 (General Industry) · OSHA civil penalty amounts for 2025, **unchanged for 2026** · **29 CFR 1910.147** Control of hazardous energy (lockout/tagout)

WHAT WE CHECK

Before servicing equipment such as lifts, compressors, tyre machines or car washes, energy is isolated and locked with a personal lock, following written procedures.

CHECKPOINTS IN THE AUDIT

- **Q1** Is there a written lockout/tagout program with procedures for each machine?
- **Q2** Do authorised employees have personal locks and tags, and use them?
- **Q3** Are procedures inspected at least once a year?

WHAT NON-COMPLIANCE COSTS YOU

THE FINE

Up to **$16,550 per serious violation** and **$165,514 per willful or repeat violation**. Every bay, machine or worker exposed can be a **separate citation**.

BEYOND THE FINE

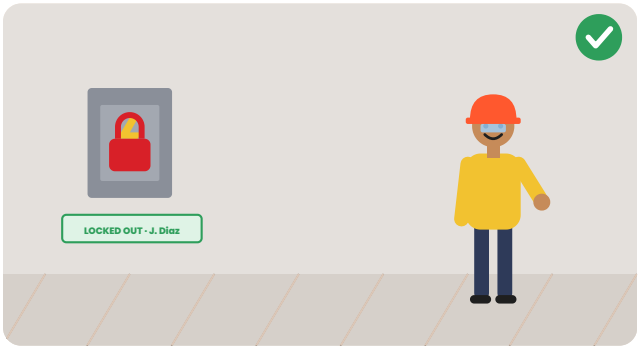
A **willful violation that causes a death** is a federal crime: up to **6 months in jail**, plus criminal fines. Not fixed by the deadline: up to $16,550 per day.

REAL ENFORCEMENT

$1.26M

proposed against a **New Jersey auto parts business** after a **vehicle lift crushed a worker's hand**: 33 violations incl. lockout, blocked exits, PPE (Mar 2022).

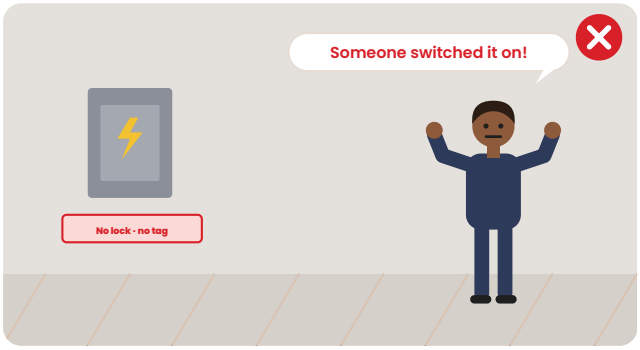
✔ RIGHT WAY



Panel locked with a personal lock and a named tag.

✖ WRONG WAY

JAIL IF FATAL



No lock, no tag. Someone switched it back on.

PURPOSE

Maintenance on a lift or car wash that starts unexpectedly can crush or amputate. Lockout is on OSHA's national top-10 list.

FIX IT WITHIN

7 days

AUDIT CRITERIA · PASS WHEN

- Written program
- Machine-specific procedures
- Personal locks issued
- Annual inspection of procedures

IDEAL WAY OF AUDITING

1. Request the program
2. Pick 2 machines and read the procedure
3. Check locks and tags issued
4. Ask a technician to walk you through lockout

Evidence: Program + procedures + lock register.

WORST CASE Lockout failures were part of the **$1.26M** case. If an amputation follows, you must report it within 24 hours, and a willful violation can mean **jail**.

OSHA-12 OSHA · WORKSHOP SAFETY · STANDARD 12 OF 14

Injury Records & Reporting

Area **HR · Management** | Person in charge **HR Manager · General Manager** | Regulator **OSHA**

MAXIMUM PENALTY

USD 165,514

per willful or repeat violation · 2026 maximum

Serious: **up to $16,550 each** · not fixed: **$16,550 per day**

• SEVERE

THE LAW

OSHA

Occupational Safety and Health Act of 1970 · 29 CFR Part 1910 (General Industry) · OSHA civil penalty amounts for 2025, **unchanged for 2026** · **29 CFR Part 1904** Recording and reporting occupational injuries and illnesses (Forms 300, 300A, 301)

WHAT WE CHECK

Work injuries are recorded on the OSHA 300 log within 7 days, the annual 300A summary is posted from February to April, and serious incidents are reported to OSHA on time.

Applies when: Recordkeeping applies to employers with more than 10 employees; severe-injury reporting applies to all.

CHECKPOINTS IN THE AUDIT

- **Q1** Is every recordable injury logged on the OSHA 300 log within 7 days?
- **Q2** Is the 300A summary posted from 1 February to 30 April and, where required, submitted electronically?
- **Q3** Are fatalities reported within 8 hours and amputations, eye losses or hospitalisations within 24 hours?

WHAT NON-COMPLIANCE COSTS YOU

THE FINE

Up to **$16,550 per serious violation** and **$165,514 per willful or repeat violation**. Every bay, machine or worker exposed can be a **separate citation**.

BEYOND THE FINE

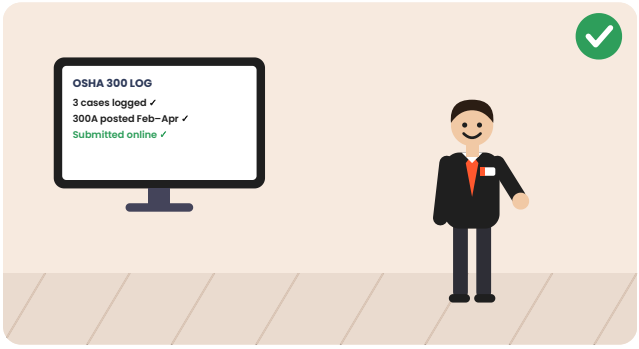
Not fixed by the deadline: **up to $16,550 per day**. Citations are public on OSHA's website, and repeat citations follow every location of the same company for 5 years.

REAL ENFORCEMENT

48,069

OSHA citations on record against **motor vehicle & parts dealers** across 13,154 workplaces: **$25.3M in penalties**.

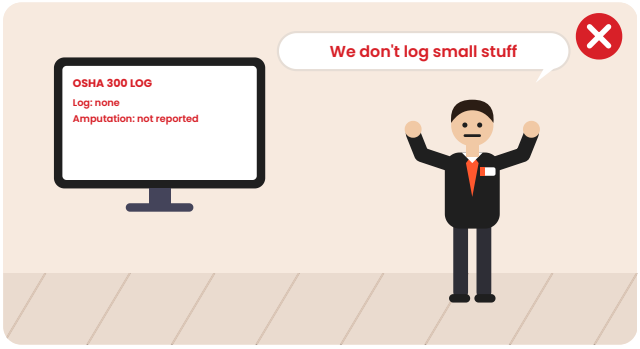
✔ RIGHT WAY



Log complete, summary posted and submitted.

✖ WRONG WAY

$16.5K EACH



No log kept, and an amputation never reported.

PURPOSE

OSHA uses the logs to decide who to inspect. A missing or false log tells them where to look.

FIX IT WITHIN

7 days

AUDIT CRITERIA · PASS WHEN

- 300 log up to date
- 300A posted Feb–Apr
- Electronic submission where required
- 8-hour / 24-hour reporting known

IDEAL WAY OF AUDITING

1. Request the last 3 years of logs
2. Compare with workers' comp claims
3. Check the posted 300A
4. Ask who reports serious incidents

Evidence: Logs + 300A + submission receipt.

WORST CASE Each missing entry and each late report can be cited. Not reporting a hospitalisation is **up to $16,550**, and it triggers the inspection anyway.

OSHA-13 OSHA · WORKSHOP SAFETY · STANDARD 13 OF 14

Floors & Service Pits

Area **Service bays · Quick lube** | Person in charge **Shop Foreman** | Regulator **OSHA**

MAXIMUM PENALTY

USD 165,514

per willful or repeat violation · 2026 maximum

Serious: **up to $16,550 each** · not fixed: **$16,550 per day**

• SEVERE

THE LAW

OSHA

Occupational Safety and Health Act of 1970 · 29 CFR Part 1910 (General Industry) · OSHA civil penalty amounts for 2025, **unchanged for 2026** · **29 CFR 1910.22** Walking-working surfaces · **1910.28** Fall protection (floor holes and pits)

WHAT WE CHECK

Floors are kept clean and dry of oil. Service pits are covered or guarded when not in use and clearly marked.

Applies when: Pit rules apply wherever the site has service pits.

CHECKPOINTS IN THE AUDIT

- Q1 Are floors kept free of oil, fluids and trip hazards?
- Q2 Are service pits covered, guarded or clearly marked when not in use?
- Q3 Is a spill kit available and used promptly?

WHAT NON-COMPLIANCE COSTS YOU

THE FINE

Up to **$16,550 per serious violation** and **$165,514 per willful or repeat violation**. Every bay, machine or worker exposed can be a **separate citation**.

BEYOND THE FINE

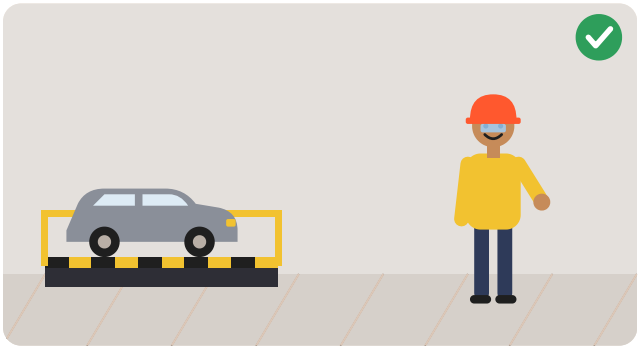
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REAL ENFORCEMENT

48,069

OSHA citations on record against **motor vehicle & parts dealers** across 13,154 workplaces: **$25.3M in penalties**.

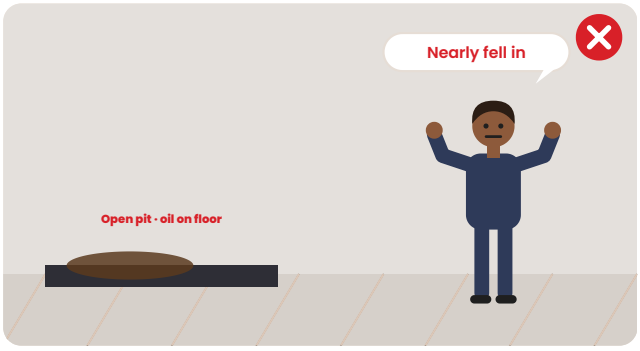
✔ RIGHT WAY



Pit guarded and marked, floor clean.

✖ WRONG WAY

$16.5K EACH



Open pit with oil on the floor.

PURPOSE

Slips, trips and falls are the most common workshop injuries. An open pit turns a slip into a serious fall.

FIX IT WITHIN

24 hours

AUDIT CRITERIA · PASS WHEN

- Floors clean and dry
- Pits guarded or covered
- Edges marked
- Spill kit stocked

IDEAL WAY OF AUDITING

1. Walk every bay mid-shift
2. Check pit guards and covers
3. Check the spill kit
4. Look for oil trails

Evidence: Photos of floors and pits.

WORST CASE Every open pit and every oil-covered walkway is a separate citation: **up to $16,550 each**.

OSHA-14 OSHA · WORKSHOP SAFETY · STANDARD 14 OF 14

Compressed Air Used Safely

Area **Service · Body shop** | Person in charge **Shop Foreman** | Regulator **OSHA**

MAXIMUM PENALTY

USD 165,514

per willful or repeat violation · 2026 maximum

Serious: **up to $16,550 each** · not fixed: **$16,550 per day**

• SEVERE

THE LAW

OSHA

Occupational Safety and Health Act of 1970 · 29 CFR Part 1910 (General Industry) · OSHA civil penalty amounts for 2025, **unchanged for 2026** · **29 CFR 1910.242(b)** Compressed air used for cleaning

WHAT WE CHECK

Compressed air for cleaning is reduced to less than 30 psi with effective chip guarding, and it's never used to blow dust off clothes or skin.

CHECKPOINTS IN THE AUDIT

- **Q1** Are air nozzles used for cleaning restricted to less than 30 psi when dead-ended?
- **Q2** Is compressed air never used to clean clothing or skin?
- **Q3** Is eye protection worn when using air to clean?

WHAT NON-COMPLIANCE COSTS YOU

THE FINE

Up to **$16,550 per serious violation** and **$165,514 per willful or repeat violation**. Every bay, machine or worker exposed can be a **separate citation**.

BEYOND THE FINE

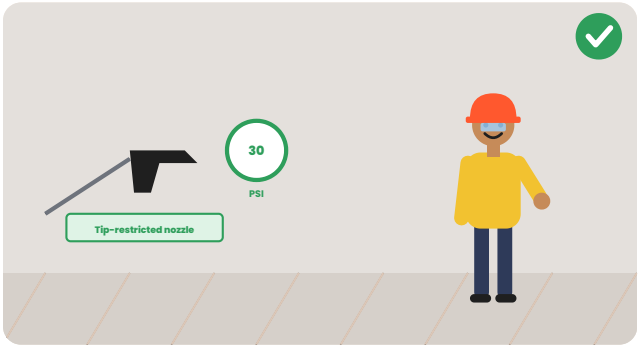
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REAL ENFORCEMENT

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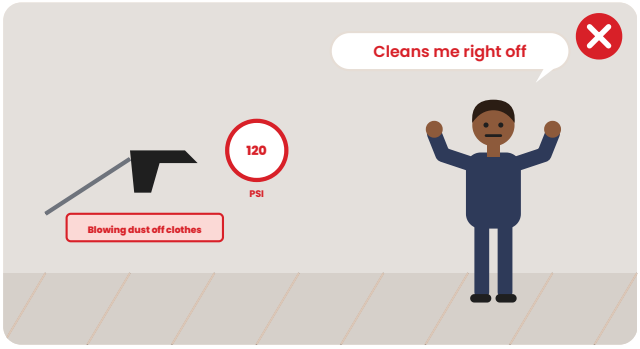
✔ RIGHT WAY



Tip-restricted nozzle at 30 psi, glasses on.

✖ WRONG WAY

$16.5K EACH



120 psi to blow dust off clothes.

PURPOSE

Air under pressure can blow debris into eyes or even force air into the bloodstream. It's a quick, cheap fix.

FIX IT WITHIN

24 hours

AUDIT CRITERIA · PASS WHEN

- Nozzles rated < 30 psi
- No cleaning of clothes or skin
- Eye protection worn

IDEAL WAY OF AUDITING

1. Check every air-gun nozzle
2. Watch a technician clean a part
3. Ask how they clean their clothes

Evidence: Photos of nozzles.

WORST CASE A simple fix, but each unrestricted nozzle is a citation: **up to $16,550**.

FIX IT BEFORE OSHA COUNTS IT

Your 30-day safety action plan.

Today

- [ ] **OSHA-02** Flammable Liquids Stored & Used Safely — Immediate
- [ ] **OSHA-03** Vehicle Lifts Inspected & Operated Safely — Immediate
- [ ] **OSHA-08** Exit Routes & Fire Extinguishers — Immediate
- [ ] **OSHA-04** Bench Grinders Guarded — 24 hours
- [ ] **OSHA-07** Eyewash Stations & First Aid — 24 hours
- [ ] **OSHA-09** Electrical Safety — 24 hours
- [ ] **OSHA-13** Floors & Service Pits — 24 hours
- [ ] **OSHA-14** Compressed Air Used Safely — 24 hours

This week

- [ ] **OSHA-10** Forklift Operators Trained & Certified — 72 hours
- [ ] **OSHA-01** Hazard Communication Program — 7 days
- [ ] **OSHA-05** Respiratory Protection in the Body Shop — 7 days
- [ ] **OSHA-06** PPE Hazard Assessment & Eye Protection — 7 days
- [ ] **OSHA-11** Lockout / Tagout — 7 days
- [ ] **OSHA-12** Injury Records & Reporting — 7 days

This month

Re-audit: walk every bay as an inspector would.

?/14 Count your passes. Each fail is up to **$16,550**. A fail that's willful or repeated is **$165,514**, and a fatal one can mean **jail**.

SOURCES

- OSHA: 2026 Annual Adjustments to OSHA Civil Penalties (21 May 2026) · osha.gov
- US DOL: Alabama auto dealership cited after fatal fire (Carl Cannon Inc., 11 Dec 2017) · dol.gov
- US DOL: New Jersey auto parts seller fined $1.2M for 33 violations (9 Mar 2022) · dol.gov
- SafetyRecord.org: Motor Vehicle and Parts Dealers (NAICS 441) OSHA violations · safetyrecord.org
- OSHA: Top 10 Most Frequently Cited Standards, FY2025 · osha.gov
- 29 CFR Parts 1904 and 1910; ANSI/ALI ALOIM (lift operation, inspection and maintenance) · ecfr.gov · autolift.org

Disclaimer. For compliance-audit guidance only; not legal advice. Penalties are federal maximums; state-plan states set their own. Citation counts come from public OSHA inspection data. Confirm against current OSHA publications.

AUDIT SIGN-OFF

DEALERSHIP / SITE	AUDITOR	DATE	SCORE __ / 14

SERVICE MANAGER SIGNATURE	SAFETY OFFICER SIGNATURE