The basic goal of an effective Hazard Communication Program (HAZCOM) is to ensure employers and employees know the identities and hazards of chemicals in their workplaces. When employers and employees have such information, it can be used to design and implement appropriate protective measures to reduce the incidence of adverse effects.

Major changes to the Hazard Communication Standard

1. **Labeling**: Chemical manufacturers and importers will be required to provide a label that includes a harmonized signal word, pictogram, and hazard statement for each hazard class and category. Precautionary statements must also be provided.

2. **Safety Data Sheets (SDS)**: Will now have a specified 16-section format and will NO longer be called MSDS.

3. **Information and training**: Employers are required to train workers by December 1, 2013 on the new labels elements and safety data sheets format to facilitate recognition and understanding.

   **CHANGE 1 - Labeling**

OSHA has updated the requirements for labeling of hazardous chemicals under its Hazard Communication Standard (HCS). As of June 1, 2015, all labels will be required to have pictograms, a signal word, hazard and precautionary statements, the product identifier, and supplier identification. A sample revised HCS label, identifying the required label elements, is shown below. Supplemental information can also be provided on the label as needed.

---

**SAMPLE LABEL**

<table>
<thead>
<tr>
<th>CODE</th>
<th>Product Name</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Company Name</th>
<th>Street Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>City, State</td>
<td>Postal Code, Country</td>
</tr>
<tr>
<td>Emergency Phone Number</td>
<td></td>
</tr>
</tbody>
</table>

**Supplier Identification**

| Hazard Pictograms |

**Signal Word**

**Precautionary Statements**

**Hazard Statements**

**Supplemental Information**

**Directions for Use**

FIB weight: _Lot Number:_

Gross weight: _Fill Date:_

Expiration: _Date:_

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**Health Hazard**

- Carcinogen
- Mutagenicity
- Reproductive Toxicity
- Respiratory Sensitizer
- Target Organ Toxicity
- Aspiration Toxicity

**Flame**

- Flammables
- Pyrophorics
- Self-Heating
- Exits Flammable Gas
- Self-Reactive
- Organic Peroxides

**Exclamation Mark**

- Irritant (Skin and eyes)
- Skin Sensitizer
- Acute Toxicity (Inhalation)
- Nociceptive Effects
- Respiratory Tract Irritant
- Hazardous to Ocean Life (Non-Mandatory)

**Gas Cylinder**

- Gases Under Pressure
- Skin Corrosion/ Burns
- Eye Damage
- Corrosive to Metals

**Corrosion**

- Explosive
- Self-Reactives
- Organic Peroxides

**Explosive**

- Oxidizers
- Aquatic Toxicity
- Acute Toxicity (fatal or toxic)

**Flame Over Circle**

- Environment (Non-Mandatory)
- Skull and Crossbones
CHANGE 2 – Safety Data Sheets

The Hazard Communication Standard (HCS) requires chemical manufacturers, distributors, or importers to provide Safety Data Sheets (SDSs) (formerly known as Material Safety Data Sheets or MSDSs) to communicate the hazards of hazardous chemical products. As of June 1, 2015, the HCS will require new SDSs to be in a uniform format, and include the section numbers, the headings, and associated information under the headings below:

Section 1: Identification – includes product identifier; manufacturer or distributor name, address, emergency phone number; recommended use; restrictions.
Section 2: Hazard(s) identification - includes all hazards regarding the chemical; required label elements.
Section 3: Composition/information on ingredients – includes information on chemical ingredients; trade secret claims.
Section 4: First-aid measures – includes important symptoms/effects, acute, delayed; required treatment.
Section 5: Fire-fighting measures – lists suitable extinguishing techniques, equipment; chemical hazards from fire.
Section 6: Accidental release measures – lists emergency procedures; protective equipment; proper methods of containment and cleanup.
Section 7: Handling and storage – lists precautions for safe handling and storage, including incompatibilities.
Section 8: Exposure controls/personal protection – lists OSHA’s Permissible Exposure Limits (PELs); Threshold Limit Values (TLVs); appropriate engineering controls; personal protective equipment (PPE).
Section 9: Physical and chemical properties – lists the chemical’s characteristics.
Section 10: Stability and reactivity – lists chemical stability and possibility of hazardous reactions.
Section 11: Toxicological information – includes routes of exposure; related symptoms, acute and chronic effects; numerical measures of toxicity.
Section 12: Ecological information – evaluates the environmental impact of the chemical(s) if it were released into the environment.
Section 13: Disposal considerations – guidance on proper disposal practices, recycling of the chemical(s) or its container and safe handling practices.
Section 14: Transport information – guidance on classification information for shipping and transporting of hazardous chemical(s) by road, air, rail, or sea.
Section 15: Regulatory information – identifies the safety, health, and environment regulations specific for the product.
Section 16: Other information – includes the date of preparation or last revision.

CHANGE 3 – Information and Training

<table>
<thead>
<tr>
<th>Effective Completion Date</th>
<th>Requirements</th>
<th>Who</th>
</tr>
</thead>
<tbody>
<tr>
<td>December, 1, 2013</td>
<td>Train employees on the new label elements and safety data sheet (SDS) format.</td>
<td>Employers</td>
</tr>
<tr>
<td>June 1, 2015</td>
<td>Compliance with all modified provisions of this final rule, except: The Distributor shall not ship containers labeled by the chemical manufacturer or importer unless it is a GHS label</td>
<td>Chemical manufacturers, importers, distributors and employers</td>
</tr>
<tr>
<td>December 1, 2015</td>
<td></td>
<td></td>
</tr>
<tr>
<td>June 1, 2016</td>
<td>Update alternative workplace labeling and hazard communication program as necessary, and provide additional employee training for newly identified physical or health hazards.</td>
<td>Employers</td>
</tr>
<tr>
<td>Transition Period to the effective completion dates noted above</td>
<td>May comply with either 29 CFR 1910.1200 (the final standard), or the current standard, or both</td>
<td>Chemical manufacturers, importers, distributors, and employers</td>
</tr>
</tbody>
</table>

http://www.osha.gov/dsg/hazcom

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