THE TURNING Point

Raising The Standard RTS CONSULTING INC.

NOVEMBER 2025

This newsletter is to inform you of recent changes & trends regarding health and safety.

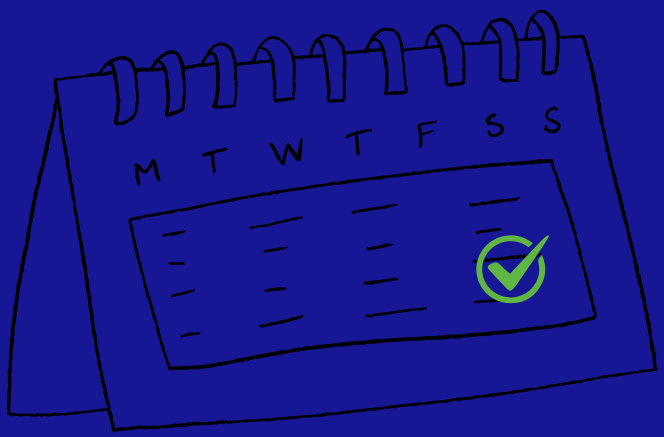
The Turning Point is a monthly newsletter covering topics from various industries and sectors. The Turning Point will respond to your inquiries and inform you of current services and updates regarding

Raising the Standard Consulting Inc.

REGISTER NOW

RTS CONSULTING 2026 TRAINING

WITH THE NEW YEAR APPROACHING FAST, REGISTER NOW FOR ALL YOUR 2026 TRAINING NEEDS SO YOU CAN GO INTO THE NEW YEAR KNOWING YOU AND YOUR COMPANIES SAFETY IS COVERED



Raising The Standard RTS CONSULTING INC.

COURSES 2026

Raising the Standard Consulting (USA) Inc. (RTSC) is excited to offer the following safety & health training courses in 2026 for participants located on Oahu, Hawaii.

2-Hour Silica Training: May 1

4-Hour Competent Person Silica Training: Feb 27, Oct 30

24-Hour Competent Person Fall Protection Training: Jan 5-7, Mar 25-27, May 4-6, July 13-15, Sept 1-3, Nov 16-18

24-Hour Refresher Fall Protection Training - 4-hour class: Feb 9, Oct 22

8-Hour End User Fall Protection Training: Feb 10, Aug 3, Dec 7

Fall Protection Rescue - 8 hr course: Jan 20, Mar 24, July 6, Dec 1

8-Hour Competent Person Confined Space Training: Feb 26, Apr 6, Sept 4, Oct 12

4-Hour End User/Awareness Confined Space Training: Mar 23, May 7, Nov 30

8- Hour Competent Person Excavation & Trenching: Feb 11, Apr 15, June 19

4-Hour End User/Awareness Excavation & Trenching Training: May 8, Oct 14

8-Hour Competent Person Health Hazards Training: Apr 30, July 7, Dec 10

4-Hour End User/Awareness Health Hazards Training: June 30, Nov 6

8-Hour Competent Person PPE: Jan 21, Nov 20

4-Hour End User/Awareness PPE Training: Apr 10

8-Hour Competent Person Rigging & Hand Signaling: Mar 13, July 20

4-Hour End User/Awareness Rigging & Hand Signaling Training: Dec 30

8-Hour Competent Person Scaffolding Training: Feb 20, June 22, Aug 20, Oct 1

4-Hour Supported Scaffold End User/Awareness – Construction Industry: May 26, Nov 9

Construction Health and Safety Technician (CHST) Prep Course – 3 day course: Apr 1-3, Aug 10-12, Oct 19-21

Certified Safety Professional (CSP) Prep Course - 5 day course: Feb 2-6, May 18-22, Sept 21-25

Safety Trained Supervisor (STS) – Construction Industry – 3 day course: July 29-31

First Aid Train the Trainer – 2 day course: Sept 8-9

First Aid (CPR) Course - 4hr course: Jan 22, Feb 12, Apr 24, July 10, Sept 30, Dec 24

Supervisor Safety Training – Construction Industry – 2 day course: Aug 13-14

So You're Getting Inspected by OSHA??? – Construction Industry - 2-hour course: Sept 14

Forklift/Telescopic Reach Forklift/Aerial Lift/Skid Steer, Backhoe, Riding Lawnmower– Construction Industry - 4-8 hour course (depending on participants): Mar 18

Scissor Lift & Refresher – Construction Industry - ½ day course: July 23

40-hr Construction Safety Hazard Awareness Course for Contractors - 5 day course: Mar 2-6, June 1-5, Oct 5-9, Dec 14-18

HAZCOM/GHS – Construction Industry - 2-hr course: Mar 16

HAZWOPER/First Responder Operations Level – Construction Industry - 8-hr course: Aug 19

HAZWOPER 24-hr – Construction Industry: July 1-2

HAZWOPER 40-hr — Construction Industry: Aug 24-28

OSHA 30-hr Safety Certification – Construction Industry: Jan 27-30, June 15-18, Nov 2-5

OSHA 10-hr Safety Certification – Construction Industry: Apr 20-21

OSHA 10-hr Safety Certification – General Industry: Mar 30-31

Competent Person Ladder Safety – Construction Industry - 4 hour course: Jan 16

Respiratory Protection – Construction Industry (includes FIT Test)- 4 hour course: May 29

Electrical Safety – Construction Industry - 2 hour course: May 28, June 29, Sept 10

NFPA 70 Training Competent Person – Construction Industry - 8 hour course: Feb 25, Apr 17, June 24, Oct 23

NFPA 70 Training – Construction Industry (Awareness) – 4 hour course: Aug 4

Hazardous Energy Control – Construction Industry & LOTO(Lockout/ Tagout) - 2 hour course: May 14

HOW SAFETY PROFESSIONALS CAN PROACTIVELY PREPARE FOR THE NEXT WAVE OF PFAS REGULATIONS

Regulation of per- and polyfluoroalkyl substances (PFAS) is moving fast. Businesses that delay taking steps to maintain compliance risk multi-million-dollar fines, costly product reformulations, and lost contracts as customers and regulators demand safer alternatives.

At the turn of the century, regulators initially focused on a few well-known compounds because they were the most prevalent, well-studied, and clearly associated with environmental and health risks. Now, regulators are shifting toward rules that address PFAS as a whole class because many other PFAS share similar persistence, bioaccumulation and toxicity concerns. This creates broad compliance obligations for manufacturers, importers and downstream users.

Deadlines are approaching fast, too. The U.S. Environmental Protection Agency's Toxic Substances Control Act (TSCA) reporting requirements will take effect in October 2026, meaning companies have only one year to disclose PFAS use, volume and hazards. Several states have already enacted bans or reporting mandates across consumer and industrial products. And high-profile settlements, including the $875 million settlement the New Jersey

Department of Environmental Protection reached with Chemours, DuPont and Corveta in August 2025, illustrate how high the stakes are.

The message is clear: Companies must act now to understand exposures, update reporting and risk management practices, and plan for reformulations where necessary— before the EPA starts enforcement. Failure to do so risks litigation or customer pressure, escalating costs far beyond proactive measures.

What PFAS are, and Why Everyone is Talking About Them

PFAS are a large group of synthetic chemicals used in a wide range of consumer and industrial products because of their resistance to heat, water and grease. PFAS enter the environment and human body in multiple ways:

- leeaching into drinking water from manufacturing or disposal sites,
- migrating from food packaging, or
- being released as household dust from treated fabrics and carpeting.

Because these chemicals contain extremely strong carbon-fluorine bonds—the strongest in organic chemistry—they don't break down easily. Over time, they accumulate in the environment, wildlife and human bodies, earning their nickname "forever chemicals."

Studies have associated PFAS with serious health risks, including liver damage, hormone disruption, immune system problems and even certain cancers.

For years, regulation focused mainly on PFOA (perfluorooctanoic acid) and PFOS (perfluorooctane sulfonic acid), which had the most evidence and public attention. Today, the scope is expanding rapidly as regulators begin to include lesser studied compounds and shorter-chain PFAS to better protect public health and the environment.

From Regulating Individual Chemicals to Entire Classes

The EPA's April 2024 National Primary Drinking Water Regulation sets enforceable limits for six PFAS and introduced a hazard index to capture the combined effects of multiple compounds. The rule gave public water systems until 2029 to comply with the Maximum Contaminant Levels (MCLs) for PFOA and PFOS.

As of May 14, 2025, the EPA has announced it will keep the current MCLs for PFOA and PFOS in place. The limit remains 4.0 parts per trillion for each chemical. However, the agency will rescind and reconsider the regulatory determinations for the other four PFAS covered by the April 2024 rule:

- perfluorohexanesulfonic acid (PFHxS);
- perfluorononanoic acid (PFNA);
- hexafluoropropylene oxide dimer acid (HFPO-DA), also known by its trademark name of GenX; and
- the hazard index mixture that includes perfluorobutanesulfonic acid (PFBS).

[...]

What Companies Can Do Now

The most common challenge companies face now is visibility. Many companies don't know which PFAS chemicals they're using—if any—or whether those substances are about to be regulated.

Therefore, acting early is essential. A proactive approach strengthens resilience and supports long-term sustainability goals. Conversely, delaying planning and preparation can result in operational disruptions, noncompliance, reputational damage and even legal exposure.

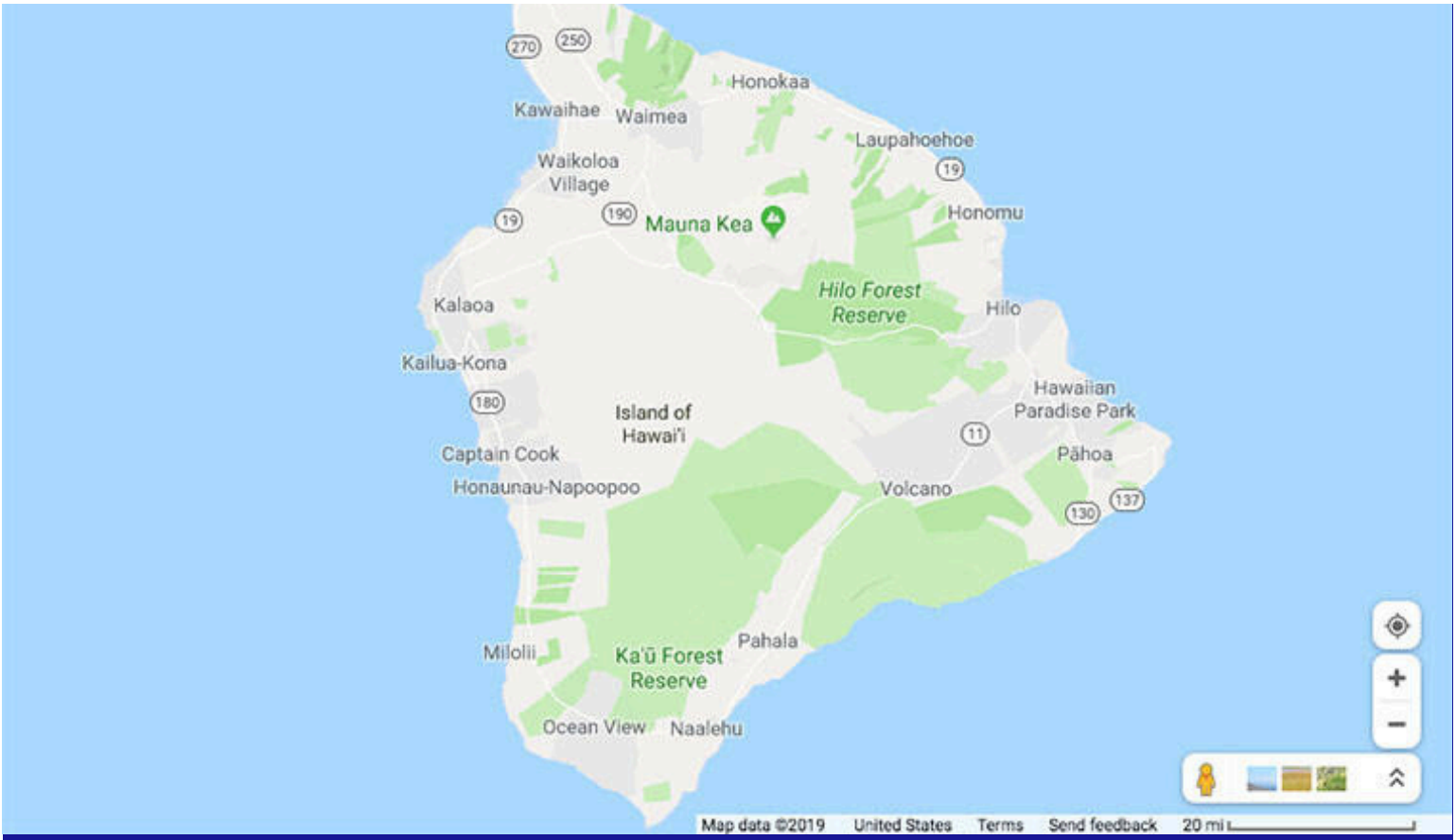
Here are four actions companies can take today:

1. Build a comprehensive chemical inventory. Effective chemical management starts with data. Businesses must maintain a complete inventory of substances used, produced or stored across their operations. This includes Safety Data Sheets (SDS), hazard classifications, risk assessments and supplier disclosures. […]
2. Evaluate safer substitutes and plan for phase-out. According to our recent study, almost 40% of North American workers today don't believe their employer is actively phasing out hazardous chemicals in the workplace. Businesses that do embrace substitution will win not just in the regulatory race but also in engaging employees and making them feel safer. […]
3. Monitor the global regulatory environment. PFAS regulation is evolving across multiple regions and sectors. A material that remains compliant in one market may soon face restrictions in another. Companies must stay informed through continuous horizon scanning, monitoring pending legislation, and engaging with guidance documents and public consultations. […]

4. Enhance supply chain transparency. PFAS-related risks often originate deep in the supply chain. Companies should implement procurement policies that require disclosure beyond what is legally mandated. This includes supplier questionnaires, contract language updates and clear expectations around chemical transparency. […]

Due to the complexity of global supply chains, it is critical to move beyond surface-level data and establish long-term supplier collaboration. This supports both compliance and the shift toward safer alternatives.

CLICK HERE FOR FULL ARTICLE



LOW LEVELS OF 'FOREVER CHEMICALS' DETECTED IN HAWAII COUNTY WELL

Hawaii County's Department of Water Supply announced the first-time detection of low levels of Perfluorooctanesulfonic acid – or PFOS — in one of its wells during voluntary testing across the island.

It is part of a group of perfluoroalkyl and polyfluoroalkyl substances, or PFAS, also known as "forever chemicals" because they do not break down easily.

County officials, however, said the test results, which ranged from 2.6 to 3.0 nanograms per liter, were within acceptable limits for safe drinking water set by the U.S Environmental Protection Agency.

The PFOS were detected in Kulaimano Well A, which is one of two groundwater sources in the Pepeekeo Water System that supplies the community of Pepeekeo and the Hamakua Coast. The primary groundwater source, Kulaimano Well B, is currently undergoing repairs.

The findings have been reported to the Hawaii Department of Health as required by law.

"Our customers' safety is our top priority," said Keith Okamoto, DWS Manager-Chief Engineer in a news release. "Although the new federal compliance regulations do not take effect for a couple of years, we did not want to wait to act. We are proactively sampling active drinking water sources across the island, over 60 locations, by the end of the year."

Okamoto added that the drinking water DWS provides meets all federal and state drinking water standards and is safe to use and drink. [...]
CLICK HERE FOR FULL ARTICLE

NAVIGATING OSHA'S ARC FLASH GUIDANCE: WHAT YOU NEED TO KNOW

Arc flash events remain one of the most dangerous hazards facing electrical workers, capable of causing catastrophic burns, serious injuries, or even fatalities. According to the NFPA (National Fire Protection Association), it is estimated that approximately 5 to 10 arc flash incidents occur per day in the United States, totaling roughly 1,800 to 3,650 incidents per year. While industry standards have long addressed these risks, many workers have continued to operate without the proper personal protective equipment (PPE).

A common misconception dispelled by OSHA's new guidelines, is that low voltage environments do not require proper PPE and are of lower risk to electrical workers, but this is not true. Workers who are exposed to any level of voltage are still at risk and proper PPE is required to ensure safety and proper protection.

The Occupational Safety and Health Administration (OSHA) introduced updated arc flash safety regulations late last year. These revisions are designed to close longstanding protection gaps and ensure electrical safety protocols reflect current insights into arc flash hazards.

This regulatory shift underscores the increasing urgency to implement robust, up-to-date safety practices in workplaces where electrical exposure is a risk.

This new change in OSHA guidelines highlighted a staggering statistic: 600,000 workers were not adequately protected with the proper PPE to prevent injury from arc flash hazards. The new guidelines, effective immediately, outline several steps towards ensuring workers are protected, emphasizing the need for updated flame-resistant protective apparel.

Thankfully, arc flash gear manufacturers for electrical PPE have innovated to ensure gear is in alignment with these new guidelines and without sacrificing performance. Workers can find comfort in knowing the gear is specifically designed to protect them in any voltage environment. Well-designed flame-resistant gear addresses protection, comfort, and should not cause PPE fatigue.
OSHA outlined several critical areas for employers and safety professionals to consider:

- **Enhanced PPE Requirements.** Underlines the use of arc-rated (AR) clothing and personal protective equipment (PPE) to protect against arc flash hazards. This includes specific guidelines on the types of PPE required for different levels of exposure. To avoid improper gear use and further risk, PPE managers should properly train workers on the correct use and placement of equipment.
- **Clarification on De-energized Work.** Stresses that de-energized work is not the same as Lockout/Tagout (LOTO) or Electrically Safe Work Condition (ESWC). It requires an energized work permit and appropriate PPE.
- **Low Voltage Hazards.** Highlights the dangers of low voltage (120/208, 277, etc.) work, debunking the myth that low voltage is not hazardous. It mandates the use of PPE even for low-voltage tasks.
- **Administrative Controls.** Recommends administrative controls to prevent arc flash incidents, such as proper training, hazard identification, and assessment.
- **Worker Participation.** Encourages active participation from workers in safety programs to identify and mitigate arc flash hazards.

While not federally mandated, these guidelines should be seriously considered. These updates are intended to improve workplace safety and provide comprehensive protection for electrical workers. If you need to talk dollars and cents with management, consider this: a single arc-flash injury that requires hospitalization can accrue direct medical expenses that could get into the several hundreds of thousands of dollars, depending on the severity of injuries.

Implications for Safety Professionals

With the new directive in force, OSHA compliance officers have been instructed to give electrical-safety programs heightened scrutiny during general industry inspections. Expect auditors to request a paper trail that proves not only that hazards were identified but that corrective actions were completed and verified. At minimum, safety professionals need to conduct a thorough review of existing safety protocols within their organizations.

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OSHA NEWS

Two companies face $900,000 in penalties following a fatality at a bridge worksite in Georgia

osha.gov

US LABOR DEPARTMENT ISSUES MORE THAN $900,000 IN PENALTIES TO 2 COMPANIES AFTER WORKER DROWNS IN GEORGIA RIVER

The U.S. Department of Labor has cited a Florida painting contractor for willfully exposing workers to fall and drowning hazards.

Investigators with the department's Occupational Safety and Health Administration determined that on April 7, 2025, Seminole Equipment Inc. bridge painters were removing scaffolding from the southbound I-95 bridge on the Ogeechee River when one worker fell into the river and drowned. The agency concluded that the Tarpon Springs, Florida-based employer failed to ensure employees used fall protection and life jackets while working on the bridge section.

"A critical piece of our mission to put American workers first is ensuring they are safe and protected on the job," said Secretary of Labor Lori Chavez-DeRemer. "No American should go into work fearing they might not make it home at the end of the day. OSHA is taking concrete enforcement action to stop preventable tragedies."

"The Department of Labor is committed to protecting our nation's workforce by holding bad actors accountable," said Deputy Secretary of Labor Keith Sonderling. "We will continue addressing careless practices when we see them to achieve our shared goal of safe and productive workplaces for all Americans."

OSHA cited Seminole Equipment Inc. for five willful and three serious violations and proposed $877,220 in penalties.

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Raising The Standard

RTS CONSULTING INC.

RTS Emergency Management
Hazard Identification and Risk Assessment (HIRA)

Incorporating all of the potential hazard (natural and man-made) that could occur to specific business. Along with the different types of hazards this service incorporates the severity of the impact each risk will have on the company as well as the frequency it could occur and it will identify the types of impacts it will create (ex. environmental, critical infrastructure, psychosocial, etc.)

RTS Competent Person NFPA-70 Training -Construction (8-Hour)

This course will give you the skills and techniques necessary to distinguish exposed live parts from other parts of electric equipment and to determine the nominal voltage of exposed live parts, the clearance distances specified in 1910.333(c) and the corresponding voltages to which the qualified person will be exposed, defining and identifying shock and arc flash hazards, determining the correct shock and arc flash boundaries, interpreting and complying with NFPA 70E tables, insight into determining the intensity of arc flashes, selecting and using the correct voltage meter , interpreting and complying with arc flash labels and identifying and selecting the correct PPE.

For more information please contact Hailey Mesner at hmesner@rtsconsulting.com

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Raising the Standard Consulting will raise the standard of EH&S in your organization through the development of new and innovative strategies and programs driven by your own individual needs.

We want to build relationships with our clients to help create lasting change in their organizations. Contact us today to build a safer tomorrow.

With Aloha,

Stanford Brown, B.Sc., CSP, CSHP, CRSP, CHSC, Senior Consultant, President & CEO