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**State of Vermont**  
**Department of Labor**

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The OSHA Field Operations Manual (FOM) is an instructional document published by the Occupational Safety and Health Administration (OSHA) which is intended to be used in the regulatory process concerning the application of safety and health rules in the worksite and all associated activities that are critical to that process. This document is required to be adopted by state plan occupational safety and health organizations that exercise jurisdiction in place of Federal OSHA. The Vermont Occupational Safety and Health Association (VOSHA) has adopted the most current FOM with a notable change. The change from the Federal FOM and VOSHA's adoption is contained in Chapter 6, Penalties and Debt Collection.

The changes that VOSHA has incorporated in Chapter 6, relate to the Vermont penalty calculations that are very similar to the federal calculation but do retain extra protections, in the form of reductions for smaller employers. The VOSHA penalty calculations for 2021, can be accessed at the following link <https://labor.vermont.gov/vosha/meet-vosha-requirements/penalty-adjustments>

Any questions about penalty adjustments should be forwarded to:

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