

USP <800> and OSHA Requirements - FAQs

1) If USP <800> will not be enforceable on December 1, 2019, should we halt the changes we were making to come into compliance?

- We recommend that you continue making the changes, for the following reasons:
 - The appeal that is causing the delay does not directly involve USP <800> and we are aware of no proposed changes to USP <800>. The appeal will be resolved at some point and USP <800> will be enforceable.
 - The Minnesota Board of Pharmacy will most likely adopt USP <800> by reference through the rule-making process
 - There are very similar OSHA requirements that you must already follow.
 - Employees have the right to know about exposure to hazardous substances, harmful physical agents and infectious agents.

2) Is my pharmacy required to comply with OSHA requirements?

- Yes. The Hazard Communication Standard and Employee Right-to-Know Act apply to all employers in Minnesota (except certain Federal Agencies). “Employers must provide employees a safe and healthful work environment free from any known hazards that can cause death, injury or illness and comply with all applicable OSHA standards.”

3) Do I need to tell my employees about OSHA requirements?

- Yes. Information about those requirements – and other resources – can be found on the Minnesota Dept. of Labor and Industry [Web site](#).

4) If my employees are only handling finished dosage forms do the OSHA requirements apply?

- Yes, counting tablets, pills and capsules in preparation for packaging and other handling activities could potentially expose employees to a hazardous substance.

5) What are the kinds of things my pharmacy might need to do to be compliant with OSHA requirements?

- The requirements include initial and annual training, copies of SDS sheets (formerly MSDS sheets), hazard assessments, personal protective equipment (PPE) and written policies. For a complete list of all requirements refer to the specific Rules, Statutes and Federal requirements listed below.

6) Is there a complete list of all the OSHA requirements my pharmacy would need to follow?

- Employers must comply with both the federal OSHA standards adopted by reference in Minnesota Rules and related Minnesota Statutes and Rules.
 - For relevant Federal Standards refer to [29 CFR 1910](#).
 - For relevant Minnesota Statutes go to [Chapter 182](#).
 1. An excellent resource is [Minn. Stats. § 182.653](#) – “Rights and Duties of Employers”
 - For relevant Minnesota Rules go to Chapters [5205](#), [5206](#), and [5208](#).

7) How do I know which drugs are considered hazardous?

- Both USP Chapter <800> and OSHA refer to the NIOSH list as the source for determining which drugs are considered hazardous.

8) Who is MNOSHA?

- The Minnesota office of OSHA is called MNOSHA. It is part of the Minnesota Department of Labor and Industry.

9) How can I contact MNOSHA if I have questions?

- Phone: 651-284-5050 or 877-470-6742
- Fax: 651-284-5741
- Email: osha.compliance@state.mn.us

10) What if I choose to ignore these requirements?

- Both MNOSHA and Board of Pharmacy have enforcement responsibilities and authority in this area. Both agencies can take actions, including imposition of fines or civil penalties.

11) How can I arrange a workplace safety consultation?

- There are three ways.
 - You can complete a MNOSHA consultation request online at <http://workplace.doli.state.mn.us/consultation/>
 - You can e-mail a request to: osha.consultation@state.mn.us
 - You can call MNOSHA consultation at 651-284-5060 or at 800-657-3776