



July 16, 2025

The Honorable Ryan Mackenzie  
Chair  
Subcommittee on Workforce Protections  
House Education and the Workforce Committee  
2176 Rayburn House Office Building  
Washington, DC 20515

Dear Chair Mackenzie:

On behalf of the National Retail Federation (NRF), I thank you for today's hearing titled "Safe Workplaces, Stronger Partnerships: The Future of OSHA Compliance Assistance." Retailers prioritize workplace safety. Enhanced efforts by the Occupational Safety and Health Administration to increase compliance assistance would be beneficial to retailers' work to ensure safe working conditions at stores and distribution centers nationwide.

The National Retail Federation passionately advocates for the people, brands, policies and ideas that help retail succeed. From its headquarters in Washington, D.C., NRF empowers the industry that powers the economy. Retail is the nation's largest private-sector employer, contributing \$3.9 trillion to annual GDP and supporting one in four U.S. jobs — 52 million working Americans. For over a century, NRF has been a voice for every retailer and every retail job, educating, inspiring, and communicating the powerful impact retail has on local communities and global economies.

In recent years, OSHA has allocated significant resources to investigations within the retail industry's warehousing and distribution centers, despite data indicating that efforts may be more effectively directed elsewhere. During the past year, OSHA has frequently inspected warehousing and distribution center employers, occasionally conducting multiple reviews of the same facility, even where prior inspections did not reveal violations. OSHA's own data indicates that this strategy may not be optimal, as the data identifies higher hazards in sectors outside of warehousing and distribution, demonstrating that greater risks to worker safety exist in other industries. Yet, despite this reality, OSHA conducts inspections against warehousing and storage at an alarming rate. From October 2021 to September 2022, the industry was the *second* most targeted industry, despite the data described above showing other industries warrant more attention. There is a clear disconnect between what the agency does and what the agency's own data suggests it ought to do.

The Trump Administration can and should take a different approach. The complexity of federal regulations can pose significant challenges for employers, particularly small and mid-sized businesses. Expanding compliance assistance initiatives would promote a more proactive

approach to hazard prevention by equipping employers with clearer guidance, practical tools, and industry-specific resources. This would not only foster a stronger culture of safety but also encourage adherence to regulations before violations occur, reducing both the human and financial costs associated with workplace incidents.

Moreover, increasing compliance assistance would strengthen OSHA's collaborative relationship with the private sector. When employers view the agency as a supportive partner rather than solely an enforcement body, trust and transparency improve. Accordingly, OSHA can extend its reach, improve understanding of its numerous technical regulations, and drive long-term improvements in workplace conditions nationwide.

Thank you for your attention to this issue. We respectfully request that this letter be made part of the official record of today's hearing.

Sincerely,

A handwritten signature in black ink, appearing to read "David French", with a stylized flourish at the end.

David French  
Executive Vice President  
Government Relations