

Keynote address:

Preventing Workplace Injuries: Safety is EVERYONE'S Business

Chairperson: Nancy Clover, RN, COHN-S, FAAOHN

Monday, March 23rd, 2026

8:00 – 8:50am

Agenda

8:00-8:05: **Session Overview** (Nancy Clover, RN, COHN-S, FAAOHN)

8:05-8:35: **Workplace Fatalities: A Mother's Story** (Rena Harrington)

8:35-8:45: **What's New in Occ Med:**

- **The Safety Landscape** (Kenji Saito, MD, JD)
- **Medicaid Work Requirements** (Karen Huyck, MD, PhD, MPH)

8:45-8:50: **Q & A**

Disclosures

Please list any financial disclosures here or indicate you have none to disclose.

Objectives

Upon completion of this activity, participants will be able to:

1. Describe the psychosocial and financial impact of a work-related death on families.
2. Demonstrate appropriate referral strategies to assist families in accessing community resources, OSHA processes, and workers' compensation benefits.
3. Summarize new Medicare work requirements and analyze the potential impact of CMS rural health transformation initiatives on worker safety, occupational health practice, and access to care.
4. Identify key federal regulatory updates for 2025–2026 and discuss their implications for workplace safety compliance and occupational health practice.

Workplace Fatalities: A Mother's Story

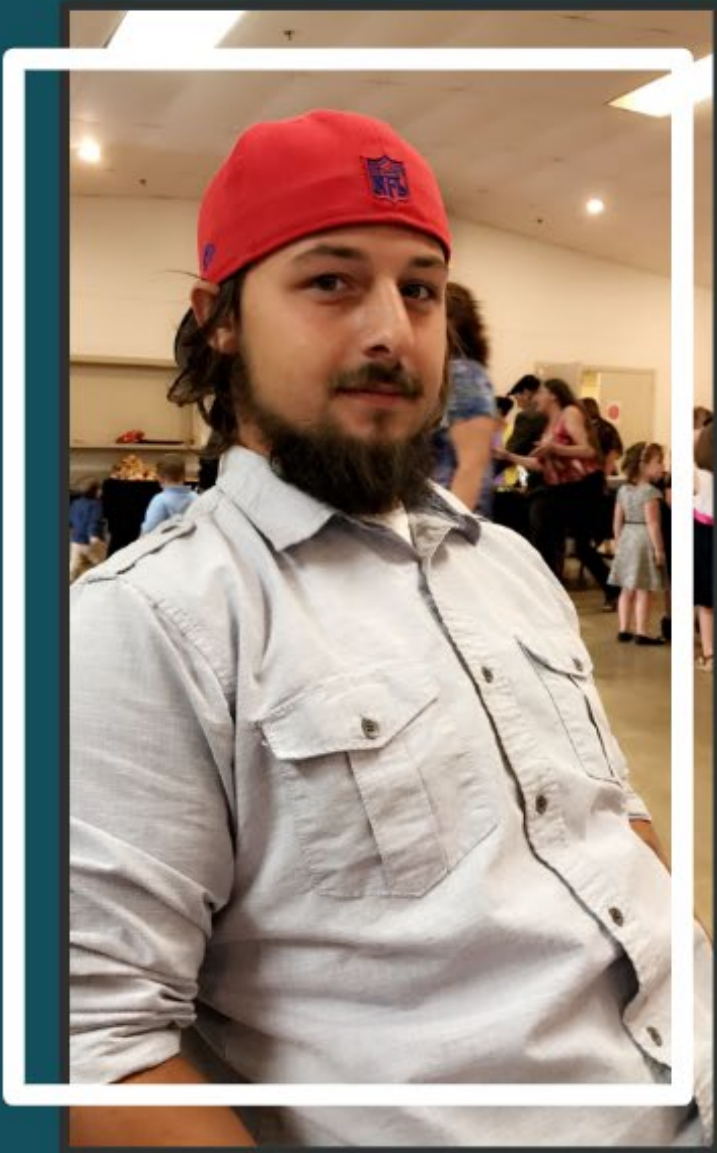
RENA HARRINGTON

8:05-8:35a

*United Support &
Memorial for
Workplace Fatalities*



Justin Harrington (27) ~1/3/1991-1/18/2018 ~



The greatest casualty is to be forgotten!

About USMWF organization:

Our organization, United Support and Memorial for Workplace Fatalities (USMWF) is a national small, grassroots, 501(c)(3) made up of families who have the shared experience of losing a loved one from an on-the-job fatal injury, toxic exposure, disease, illness, or other unsafe workplace issues and concerns.



[2025 USMWF
Workers
Memorial Video](#)

The greatest casualty is to be forgotten!

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SR S.1353

SENATE DOCKET, NO. 1418 FILED ON: 1/16/2025

SENATE No. 1353

The Commonwealth of Massachusetts

PRESENTED BY:

Joan B. Lovely

To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

An Act relative to workers' compensation funeral benefits.

PETITION OF:

NAME: Joan B. Lovely DISTRICT/ADDRESS: Second Essex

SENATE DOCKET, NO. 1418 FILED ON: 1/16/2025

SENATE No. 1353

By Ms. Lovely, a petition (accompanied by bill, Senate, No. 1353) of Joan B. Lovely for legislation relative to workers' compensation funeral benefits. Labor and Workforce Development.

[SIMILAR MATTER FILED IN PREVIOUS SESSION
SEE SENATE, NO. 1202 OF 2023-2024.]

The Commonwealth of Massachusetts

*In the One Hundred and Ninety-Fourth General Court
(2023-2024)*

An Act relative to workers' compensation funeral benefits.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

Chapter 152 of the General Laws is hereby amended in section 33 by striking, the following: "In all cases, the insurer shall pay the reasonable expenses of burial, not exceeding eight times the average weekly wage

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in the Commonwealth as determined pursuant to subsection (a) of Section 29 of Chapter 151A" and inserting in its place the following:-

"Reimbursable final disposition expenses shall include funeral and memorial related expenses associated with unplanned death, including but not limited to funeral visitation services, purchase of interment space, burial services, flowers, casket, death notices and headstone, up to twenty-five thousand dollars or 10 times the average weekly wage, whichever is greater."



The greatest casualty is to be forgotten!

***Going To Work Should
NOT Be A Grave Mistake.....
Together We WILL
Make A Difference.***



Scan to learn more or to donate to USMWF!



The greatest casualty is to be forgotten!



There is no recovery from losing a child, only the settling of memories.



"We begin to remember not just that you died, but that you lived! And that your life gave us memories too beautiful to forget."

The greatest casualty is to be forgotten!

What's New in Occ Med: The Safety Landscape

KENJI SAITO

8:35-8:40a





From Tragedy to Policy

- **Justin's Story:** Fatal gaps in standard OSHA investigations.
- **The Advocacy:** Rena's fight against small business exemptions.
- **The Lesson:** Regulatory compliance equals life-saving safeguards.

2025–2026 Federal Landscape



Deregulatory Push (July 2025): Streamlining respirator medical evals (EO 14192).



New Standards Push:

Heat Injury & Illness (Final Rule expected 2026).
Broad Infectious Disease standard.



Stalled Actions: Healthcare Workplace Violence (relies on General Duty Clause).

2025–2026 Regulatory Updates

Agency	Topic	Status	Critical Action
OSHA	Heat Illness	Final Rule 2026	Implement Acclimatization Plans now.
OSHA	HazCom	Nov 20, 2026	Update Labels & Training (GHS Rev 7).
OSHA	Walkaround Rule	Effective Now	Update site access policies to manage 3rd party representatives during inspections.
EPA	TCE (TSCA)	Feb 2026	Cessation of use / Strict Exemption Review.
ATSDR	Ethylene Oxide	Active Review	Assess "fenceline" community cancer risk.
NIOSH	Mental Health	Guidance Released	Review "Total Worker Health" assessments; integrate psychosocial risks into safety audits.

What's New in Occ Med: Work Requirements & Rural Health Workforce

KAREN HUYCK

8:40-8:45a

Medicaid Work Requirements

- On or before January 2027
- Those covered by ACA Medicaid expansion
- Must work at least 80 hours per month
- Exemptions if “medically frail” or “special medical needs”
- States must verify compliance every 1 to 6 months
- 30 days to show compliance if found non-compliant
- Final ruling June 2026 without public comment

Medicaid Work Requirements

Many people will lose coverage but...

1. Will people return to work or work more to maintain coverage?
2. Will clinicians correctly document patients' ability to work?
3. How will we protect their safety at work?

CMS Rural Health Transformation Initiative

- \$50B to states over 5 years
- To improve rural health
- To strengthen the rural health workforce
- Average state award in Year 1 was \$200M
- No states addressed worker safety or workplace hazards

CMS Rural Health Transformation Initiative

If states expand the rural healthcare workforce...

1. How will we protect their safety given higher risk for injury?

Call to action

References

1. <https://www.usmwf.org/>
2. [CMS Rural Health Transformation \(RHT\) Program](#)
3. [Medicaid Work Requirement in OBBA](#)

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Questions?

Thank you!