



How MOSH is implementing the Davis Martinez Public Employee Safety and Health Act

Quick-reference sheet | Fall 2025

Maryland Occupational Safety and Health (MOSH) is a unit within the Maryland Department of Labor's Division of Labor and Industry that regulates workplace safety and health for most private and public sector workers in Maryland through the MOSH Act. The Davis Martinez Public Employee Safety and Health Act, passed by the Maryland General Assembly in 2025, amended the MOSH Act in several ways to enhance protections for public sector employees.

Monetary penalties for violations

Private sector employers have historically been subject to monetary civil penalties for violations resulting from MOSH inspections. Beginning October 1, 2025, this will apply to public sector employers as well.

Serving citations and making them available

Citations against public bodies must be sent not only to the body itself, but also to the chief executive officer and any legislative body with oversight authority. In addition, the public body has to make available a copy of the citation to all affected employees.

Annual report

On or before July 1 of each year, MOSH must publish online and provide to the Maryland General Assembly an annual report. It should include a summary of MOSH's work and findings related to public sector bodies in the preceding year, as well as any new regulations adopted, trending safety and health issues, a list of any hazardous workplace circumstances found, and citations issued for public bodies.

Workplace violence standard

By October 1, 2026, MOSH needs to provide a new regulation that creates a standard for protecting employees from workplace violence. The process will involve input from stakeholders, experts, and the public.