

Safety Lines

Employee safety, health: Young workers deserve our attention, training

Thousands of teen workers enter the workforce each year. For many, it's their first time working and they are unfamiliar with their rights and responsibilities under existing labor laws and Minnesota Occupational Safety and Health Administration (MNOSHA) standards.

All workers have a right to a workplace free from recognized hazards that are causing or are likely to cause serious injury or harm.

Employers should promote safety, health

Employers must provide the information, orientation, and necessary tools and equipment to guide workers in making appropriate choices when performing their work. Employers can help promote worker safety and health by:

- providing adequate job orientation and training, which sets expectations early about how work will be performed;
- maintaining a clean, organized work area;
- providing and maintaining necessary machine safeguards and personal protective equipment; and
- providing adequate supervision.

Actively preventing occupational injuries and illnesses adds value for the business and sets a good example for young workers who may not otherwise think about workplace safety and health. Supporting efforts to reduce workplace injuries and illnesses among young workers can guide them to a lifetime of successful and rewarding work experiences.

More susceptible to workplace accidents

Some of the reasons why young workers are more susceptible to workplace accidents include:

- unfamiliarity with the work and lack of adequate job-orientation and training;
- inadequate supervision;
- pressure to accept the job assignment – doing what's asked of them, working fast, just getting the job done;
- hazardous equipment and work environments; and
- being assigned work that is not age or skill-level appropriate.

Resources

From the Department of Labor and Industry

- How do teen workers get injured? – dli.mn.gov/business/workers-compensation/claim-characteristics

Young workers, continues ...



Young workers, continued ...

- Labor laws that affect Minnesota's teen workers – dli.mn.gov/business/employment-practices/teen-workers
- MNOSHA Compliance: Grain-handling information, fatalities, inspections – dli.mn.gov/business/workplace-safety-and-health/mnosha-compliance-grain-handling-information-fatalities
- MNOSHA safety and health standards – dli.mn.gov/business/workplace-safety-and-health/mnosha-compliance-standards-and-regulations
- MNOSHA Workplace Safety Consultation: Free, on-site consultative services – dli.mn.gov/about-department/our-areas-service/minnesota-osh-workplace-safety-consultation



From other organizations

- NIOSH Alert: Preventing deaths, injuries and illnesses of young workers – [cdc.gov/niosh/docs/2003-128pdfs/2003128.pdf](https://www.cdc.gov/niosh/docs/2003-128pdfs/2003128.pdf)
- Protecting young adults working in agriculture (webinar) – agsafetyhealth.training-source.org/training/courses
- Young workers: You have rights! – [osha.gov/youngworkers](https://www.osha.gov/youngworkers)

Reviewing the basics: Recordkeeping training offered online May 19

Maintaining an accurate OSHA log of recordable work-related injuries and illnesses is an important skill that benefits employers, workers, safety professionals and government agencies. The Department of Labor and Industry is offering a free, online, introductory-level training session about OSHA recordkeeping in Friday, May 19. **Registration is required.**

Date, time, registration

- Friday, May 19, 8: 30 to 11:30 a.m.
- [Register for this session](#)

Topics

- Recordability of injuries and illnesses
- Differences between OSHA cases and workers' compensation claims
- Classifying cases
- Counting time
- Privacy cases
- How many logs to keep
- Maintaining logs
- Creating a log summary
- Reporting log data to OSHA
- Recording COVID-19 cases



More information

For more information about the training session, visit dli.mn.gov/business/workplace-safety-and-health/mnosha-compliance-recordkeeping-standard.

Eliminating ‘struck-by’ hazards on the jobsite

From 2017 through 2021, “struck-by” hazards were the leading cause of fatalities in Minnesota. Struck-by injuries occur when a worker is struck by a rolling, falling or flying object. Each injury or fatality can be avoided with adequate planning and evaluation of the worksite and working conditions.

Rolling objects

There have been several instances in the past five years where a worker has been struck by a vehicle or heavy equipment, resulting in a fatality or serious injury. Employers should establish traffic patterns for vehicles entering and exiting worksites and ensure the requirements established in Minnesota Rules 5207.1000 are being followed. There have also been numerous instances of objects rolling, sliding or moving from trailers and striking a worker. Employers should instruct workers about the dangers of working around loads that are under tension, or can shift or roll, and establish protections to eliminate workers from being in the danger zones.

Falling objects

Struck-by injuries and fatalities caused by falling objects occur in a variety of ways, from tools or materials being knocked off unprotected edges to suspended or unsecured loads falling and striking a worker. Employers should take the following steps.

- Establish areas where overhead work is being done and ensure workers avoid these areas.
- Cordon off areas where there is potential for falling objects and never allow work to occur under a suspended load.
- Secure tools and materials when performing overhead work, using toeboards or screens to prevent objects from falling.
- If work necessitates working near an unstable load, position workers in a manner to avoid the falling object.

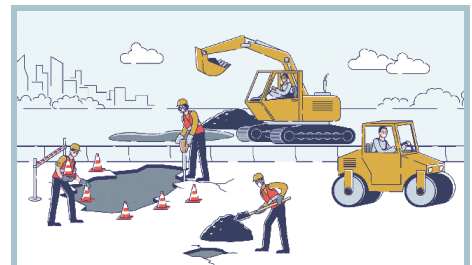
Flying objects

Struck-by injuries and fatalities from flying objects occur in several ways, including being hit with flying debris when cutting operations are present, nail gun discharges, windy and dusty conditions, and shrapnel being ejected from equipment. Employers should ensure all workers are wearing appropriate personal protective equipment, including hardhats and safety glasses, to protect from potential flying objects and stay out of danger zones.

MNOSHA Workplace Safety Consultation

Minnesota OSHA (MNOSHA) Workplace Safety Consultation provides free consultation services upon request to employers to assist them in their safety and health efforts without citations or penalties. Priority is given to small employers, especially those in high-hazard industries. The only employer obligation is a commitment to correct serious hazards in a timely manner. The company’s name and file are confidential and not available to MNOSHA Compliance.

Contact MNOSHA Workplace Safety Consultation at 651-284-5060, 800-657-3776 or osha.consultation@state.mn.us. More information is available online at dli.mn.gov/about-department/our-areas-service/minnesota-osha-workplace-safety-consultation.



APRIL 17-21, 2023

NATIONAL STAND-DOWN
TO PREVENT STRUCK-BY INCIDENTS



FOR MORE INFORMATION VISIT: [HTTP://CPWR.COM/STOP-STRUCK-BY-HAZARDS](http://CPWR.COM/STOP-STRUCK-BY-HAZARDS)

STOP. TALK. ACT.



Join the stand-down to prevent struck-by incidents, April 17-21

Contractors, workers and safety professionals around the country are invited to participate in the **National Stand-down to Prevent Struck-by Incidents, April 17-21**, a voluntary event for employers to talk directly to employees about safety.

During a stand-down, normal work is paused and the entire site focuses on a specific safety issue, reinforcing the importance of training and prevention.

A stand-down may be very short, such as a toolbox talk or a safety huddle where specific hazard controls are discussed, or longer, such as training and information about a variety of hazard controls.

For complete information, including details about a kick-off, downloadable flyers, sticker artwork, videos, infographics, toolbox talks, webinars and more, visit the Center for Construction Research and Training’s [Struck-by hazards webpage](#).

This observance is in coordination with National Work Zone Awareness Week.

MNOSHA Compliance continues hiring, training new investigators

Minnesota OSHA (MNOSHA) Compliance continues to focus on securing knowledgeable and well-trained staff members to ensure all employees in the state of Minnesota have a safe and healthy place to work.

New MNOSHA Compliance investigators have a wide variety of safety and health backgrounds and experiences. After being hired, investigators are sent through MNOSHA's extensive training curriculum, with classroom instruction, federal and state standards review, and investigative observation and participation. In addition, newly hired employees attend a variety of in-depth courses through the OSHA Training Institute and are partnered with seasoned, knowledgeable staff members and mentored throughout a six-month training period, being followed closely by trainers and supervisors. Investigators also attend continuing education courses throughout their career with MNOSHA Compliance.

MNOSHA Compliance has increased hiring and training new safety investigators and industrial hygienists during the past two years. The COVID-19 pandemic created new and unique challenges for investigators, for hygienists and for MNOSHA as a whole. In

addition, MNOSHA Compliance experienced the loss of longtime investigators and hygienists to retirement, in-house promotions and transfers to other agencies. Throughout all of this, MNOSHA Compliance remains committed to maintaining a strong, well-trained workforce to protect Minnesota workers.



How to find open positions and apply

If you are interested in a position with MNOSHA, visit the state's Minnesota Careers Website at mn.gov/mmb/careers.

Updated report: COVID-19 workers' compensation claims statistics

The Department of Labor and Industry's Research and Statistics unit has updated its presentation outlining COVID-19 workers' compensation claims statistics through March 16, 2023. The presentation is available on the department's "Updates related to COVID-19" webpage at dli.mn.gov/updates.

Final Construction Seminar of the season is May 17

Join Minnesota OSHA (MNOSHA) Compliance for the final Construction Seminar of the 2022/2023 season on Tuesday, May 16, beginning at 7 a.m. There is no cost to attend.

The free [Construction Seminars](#) feature a presentation about a specific construction safety or health topic – with time for questions, answers and input – plus an update from MNOSHA Compliance about what's currently happening regarding investigations.

Mark your calendar now and subscribe to the [Construction Seminar email list](#) to receive notice about the event.



Spring, summer 2023 safety and health observations

Excavation Safety Stand-down – April 10 through 14

Minnesota OSHA (MNOSHA), along with other safety professionals, is promoting and participating in a statewide Excavation Safety Stand-down, April 10 through 14. MNOSHA is partnering with federal OSHA Region 5, which includes Illinois, Indiana, Michigan, Ohio and Wisconsin, to focus on the importance of excavation safety. The Excavation Safety Stand-down is a voluntary event for employers to pause to reinforce the importance of working safely in and around excavations and discuss topics such as how to properly slope, shore or shield workers from excavation hazards.

Learn more: dli.mn.gov/excavation



National Safety Stand-down to Prevent Falls in Construction – May 1 through 5

The National Safety Stand-down to Prevent Falls in Construction raises fall hazard-awareness across the country in an effort to stop fall fatalities and injuries. Fatalities caused by falls from elevation continue to be a leading cause of death for construction employees, accounting for 378 of the 986 construction fatalities nationally recorded in 2021 by the U.S. Bureau of Labor Statistics. During this week, construction employers are asked to pause their work, standing-down with employees to discuss fall safety and prevention.

Learn more: osha.gov/stop-falls-stand-down



Minnesota Safety and Health Conference – May 2 and 3

Learn about the most recent safety and health knowledge and tools to increase your effectiveness in the workplace at the 2023 Minnesota Safety and Health Conference at Mystic Lake Center, May 2 and 3, in Prior Lake, Minnesota. Be sure to catch the Minnesota OSHA (MNOSHA) update, presented by MNOSHA Compliance Director James Krueger, at 10 a.m., Tuesday, May 2.

Learn more: minnesotasafetycouncil.org/conf



Safe + Sound Week – Aug. 7 through 13

Safe + Sound Week is a nationwide event each August that recognizes the successes of workplace health and safety programs and offers information and ideas about how to keep America's workers safe. Successful safety and health programs can proactively identify and manage workplace hazards before they cause injury or illness, improving sustainability and the bottom line.

Learn more: osha.gov/safeandsoundweek



MNOSHA fatality, serious-injury investigations summaries online

Each month, Minnesota OSHA (MNOSHA) Compliance publishes current, updated summaries of its fatality investigations and serious-injury investigations. For the federal-fiscal-year that began Oct. 1, 2022, MNOSHA Compliance has investigated 10 fatalities as of March 30.



The information provided about each investigation is:

- the inspection number, date of incident and worksite city;
- the type of business and number of employees;
- a description of the event; and
- the outcome of the MNOSHA Compliance investigation.

The summaries, plus other helpful workplace safety and health information from MNOSHA, are available at dli.mn.gov/business/workplace-safety-and-health/mnosha-compliance-resources-all-industries.

Free on-site safety and health consultations available

Minnesota OSHA (MNOSHA) Workplace Safety Consultation offers free consultation services, where employers can find out about potential hazards at their worksites, improve safety management systems and apply for grants to abate safety standards.

The program targets small, high-hazard businesses. It is separate from Minnesota OSHA Compliance inspection activities and no citations are issued as part of a consultation visit.

Learn more and request a consultation

Web: dli.mn.gov • Email: osha.consultation@state.mn.us • Phone: 651-284-5060

Translated materials, Language Line available via DLI website

The Department of Labor and Industry (DLI) posts its available translated materials online at dli.mn.gov/about-department/translated-materials. It has documents available in Chinese, Hmong, Karen, Somali and Spanish. A few other documents throughout the website are available in additional languages.

Also, the DLI website now provides Google Translate, allowing visitors to choose the language for the website text.

In addition, DLI has access to Language Line, a free language translation phone service for limited-English speakers. If DLI help is needed, view the contact information at dli.mn.gov/about-department/about-dli/contact-us, call and a DLI employees will get in touch with an interpreter in the needed language.



Disability duration increases with worker age

By Brian Zaidman, Research and Statistics

Articles in this “SOII sauce” series have documented the increasing number of injuries to older workers and how duration away from work following injuries is higher for older workers. This article extends the analysis through 2020 and shows how COVID-19 affected this trend.

The Minnesota workforce is steadily aging and this is reflected in the demographics of injured workers. Projections from the Minnesota Department of Employment and Economic Development estimate the labor force of workers age 65 years and older will increase by 25% from 2020 to 2030, reaching more than 225,000 workers.¹ Workers age 65 years and older currently account for 6% of Minnesota’s labor force.

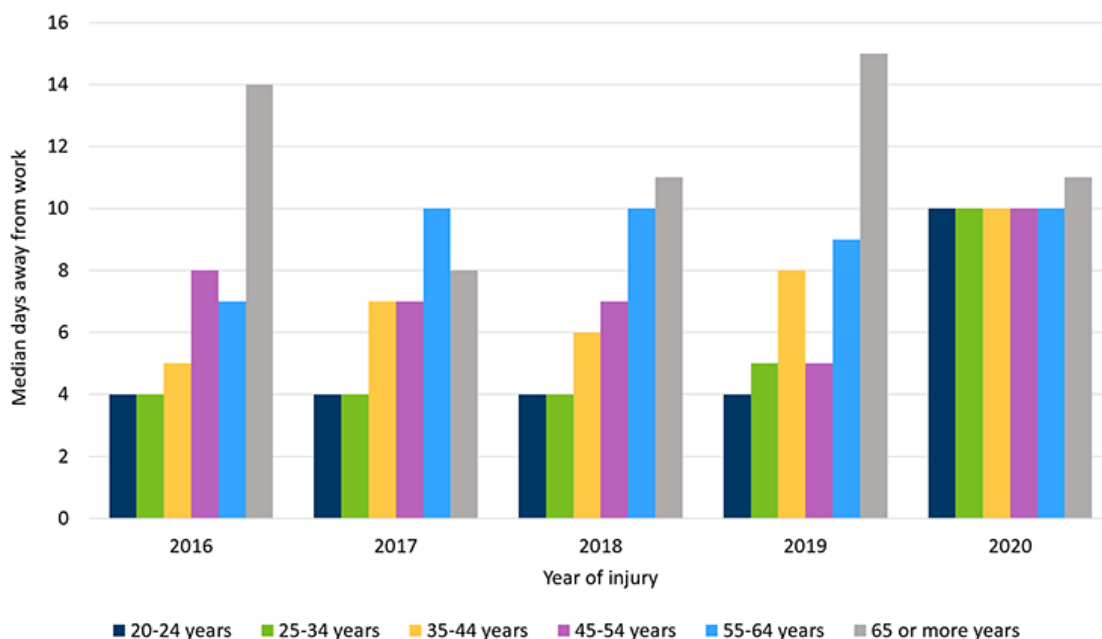
Among workers with injuries resulting in one or more days away from work, workers age 65 years and older accounted for 1.6% of the estimated cases in 2011, 3.9% of estimated cases in 2016 and increased to 4.7% of estimated cases in 2019.

Consistent with findings from earlier analyses of Minnesota’s Survey of Occupational Injuries and Illnesses (SOII) data and with results from workers’ compensation claims, the estimated median duration of cases with one or more days away from work increases with worker age (Figure 1). Workers 20 to 25 years of age had the shortest median durations each year, nearly duplicated by the median duration values for workers ages 25 to 34 years. Workers age 65 years and older had the highest median duration away from work in four of the five years presented.

As shown in the 2020 results, COVID-19 affected workers in all age groups. An estimated 42% of the 2020 cases with one or more days away from work were due to COVID-19, and the recommended isolation period after infection increased the median number of days away from work to 10 days for all ages except for the oldest workers, with a median of 11 days.

These results indicate that as the proportion of older workers increases, the median days away from work will likely increase. Employers need to improve safety conditions to reduce injuries to older workers.

Figure 1. Median days away from work by worker age



¹Generations in Minnesota. Labor Market Information Office, Minnesota Department of Employment and Economic Development, April 2019. See https://mn.gov/deed/assets/generations_041719_mn_tcm1045-386932.pdf.

MNOSHA Compliance signs safety, health partnerships

Minnesota OSHA Compliance recently signed two Level 3 Cooperative Compliance Partnerships with LS Black Constructors at worksites for:

- Crown College in St. Bonifacius, Minnesota, scheduled for completion Aug. 15, 2023 ; and
- Canvas Apartments in Minneapolis, scheduled for completion May 1, 2024.

The partnerships were signed under the Construction Health and Safety Excellence (CHASE) Minnesota agreement, between Associated General Contractors (AGC) of Minnesota and Minnesota OSHA (MNOSHA) Compliance.

Level 3 is the peak level of MNOSHA Compliance partnerships, with applicants striving to be an industry leader with very comprehensive safety and health programs.

The partnerships acknowledge the importance of providing a safe, healthful work environment in construction and seek a working relationship that creates mutual trust and respect among all parties – including project owners and construction workers – involved in the construction process.

Participants may achieve three award levels: basic, intermediate and peak.

Complete information about MNOSHA's Cooperative Compliance Partnerships is online at:

- dli.mn.gov/business/workplace-safety-and-health/mnosha-compliance-partnership-programs.



LS Black Constructors • Crown College • St. Bonifacius, Minnesota



LS Black Constructors • Canvas Apartments • Minneapolis



Minnesota OSHA's calendar of events*

April 2023

April 10-14 *Excavation Safety Stand-down*
dli.mn.gov/excavation

April 17-21 *National Stand-down to Prevent Struck-by Incidents*
cpwr.com/research/research-to-practice-r2p/r2p-library/other-resources-for-stakeholders/struck-by-hazards

May 2023

May 1-5 *National Stand-down to Prevent Falls in Construction*
dli.mn.gov/business/workplace-safety-and-health/mnosha-compliance-falls

May 2-3 *Minnesota Safety and Health Conference*
minnesotasafetycouncil.org/conf

May 12 *Occupational Safety and Health Advisory Council*
dli.mn.gov/about-department/boards-and-councils/occupational-safety-and-health-advisory-council

May 16 *Construction Seminar: Topic to be determined*
dli.mn.gov/business/workplace-safety-and-health/mnosha-compliance-construction-seminars

May 19 *Training: Basics of OSHA recordkeeping*
dli.mn.gov/business/workplace-safety-and-health/mnosha-compliance-recordkeeping-standard

June 2023

June 2 *Occupational Safety and Health Review Board*
dli.mn.gov/about-department/boards-and-councils/occupational-safety-and-health-review-board

August 2023

Aug. 7-13 *Safe + Sound Week*
osha.gov/safeandsoundweek

Aug. 18 *Occupational Safety and Health Advisory Council*
dli.mn.gov/about-department/boards-and-councils/occupational-safety-and-health-advisory-council

***All dates subject to change.**

See more at dli.mn.gov/about-department/about-dli/events-minnesota-osha