

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 not only adds value for the business, it also sets a good example for young workers who may not otherwise think about their safety and health, when working. Supporting efforts to reduce workplace injuries and illnesses among young workers can guide them to a successful and rewarding work experience throughout their lifetime.

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

Labor laws that affect Minnesota’s teen workers – www.dli.mn.gov/business/employment-practices/teen-workers

MNOSHA Compliance: Grain-handling information, fatalities, inspections – www.dli.mn.gov/business/workplace-safety-and-health/mnosha-compliance-grain-handling-information-fatalities

MNOSHA safety and health standards – www.dli.mn.gov/business/workplace-safety-and-health/mnosha-compliance-standards-and-regulations

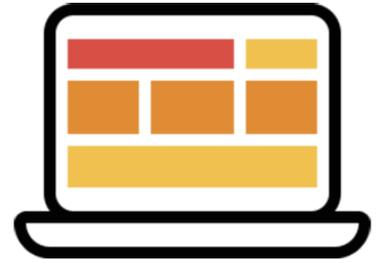
MNOSHA Workplace Safety Consultation: Free, on-site consultative services – www.dli.mn.gov/about-department/our-areas-service/minnesota-osa-workplace-safety-consultation

From other organizations

NIOSH Alert: Preventing deaths, injuries and illnesses of young workers – www.cdc.gov/niosh/docs/2003-128/pdfs/2003128.pdf

Protecting young adults working in agriculture (webinar) – <https://attendee.gototraining.com/r/6426950413661223170>

Young workers: You have rights! – www.osha.gov/youngworkers



Nancy Leppink named Department of Labor and Industry commissioner

The Walz-Flanagan Administration announced Nancy Leppink as the Minnesota Department of Labor and Industry's (DLI's) commissioner-designee.

Leppink previously represented DLI as an assistant attorney general and then worked as the agency's general counsel from 1999 to 2009. After 24 years in state service, she was appointed by the Obama Administration to be the deputy administrator of the Wage and Hour Division of the U.S. Department of Labor and led the division as its acting administrator.

She recently served as a branch chief for the International Labour Organization, in Geneva, Switzerland, and was responsible for its international work to assist the governments and the employer and worker organizations of its 187 member states to improve their labor administration, labor inspections and occupational safety and health capacities.



Nancy Leppink

Deputy commissioner announced

Roslyn Robertson is DLI’s new deputy commissioner. She has 30 years of experience working at DLI in a variety of leadership roles and has significant experience in the program areas of Apprenticeship, Construction Codes and Licensing, Labor Standards and Minnesota OSHA.

– SAFETY AND HEALTH OBSERVANCES, 2019 –

Excavation Safety Stand-down

Make a plan to protect workers
and prevent accidents

April 15-19, 2019



Minnesota OSHA, with other safety professionals, is participating in a third annual statewide **Excavation Safety Stand-down**, April 15 through 19, to raise awareness among employers and workers about preventing excavation accidents, which have resulted in three fatalities to Minnesota workers since 2015, due to trench collapses.

Learn more: www.dli.mn.gov/excavation

For the sixth year, Minnesota OSHA joins federal OSHA and others to participate in the **National Safety Stand-down to Prevent Falls in Construction**, May 6 through 10, to raise awareness among employers and workers about preventing falls, which account for the highest number of deaths in the construction industry. During the stand-down, employers and workers are asked to pause their day to talk about fall prevention in the construction industry and discuss topics such as ladder safety, scaffolding safety and roofing work safety.

Join the National Safety Stand-Down

To Prevent Falls in Construction

MAY 6-10, 2019



Learn more: www.osha.gov/StopFallsStandDown

MINNESOTA SAFETY & HEALTH CONFERENCE

NEW LOCATION! Mystic Lake Center

May 7-8,
2019



The Minnesota Safety Council is hosting its **85th Annual Minnesota Safety and Health Conference**, May 7 and 8, at Mystic Lake Center in Prior Lake, Minnesota – two days of training, networking, inspiration, products and

awards. Representatives from Minnesota OSHA Compliance and Minnesota OSHA Workplace Safety Consultation will be at the exhibit hall booths and leading various sessions.

Learn more: www.minnesotasafetycouncil.org/conf

Safe + Sound Week, Aug. 12 through 18, is a nationwide event to raise awareness and understanding of the value of safety and health programs that include management leadership, worker participation and a systematic approach to finding and fixing hazards in workplaces.



Learn more: www.osha.gov/safeandsoundweek

Free Construction Seminar focused on traffic control

The next Construction Seminar, May 21, focuses on traffic control on construction sites. Attendees will learn: how OSHA standards relate to traffic control on projects and to the Minnesota Manual on Uniform Traffic Control Devices; and about working safely in work zones and the proper personal protective equipment. There will also be an overview of proper flagging procedures.



Construction Seminars are free and feature a presentation about a specific construction safety or health topic – with time for questions, answers and input – plus an update from Minnesota OSHA Compliance about what’s currently happening regarding investigations.

Seminars are at the MnDOT Training and Conference Center, 1900 W. Cty. Road I, Shoreview, MN. Complete information is online at www.dli.mn.gov/business/workplace-safety-and-health/mnosha-compliance-construction-seminars.

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, 2018, MNOSHA Compliance has investigated 10 workplace fatalities through March 25.

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 www.dli.mn.gov/business/workplace-safety-and-health/mnosha-compliance-resources-all-industries.

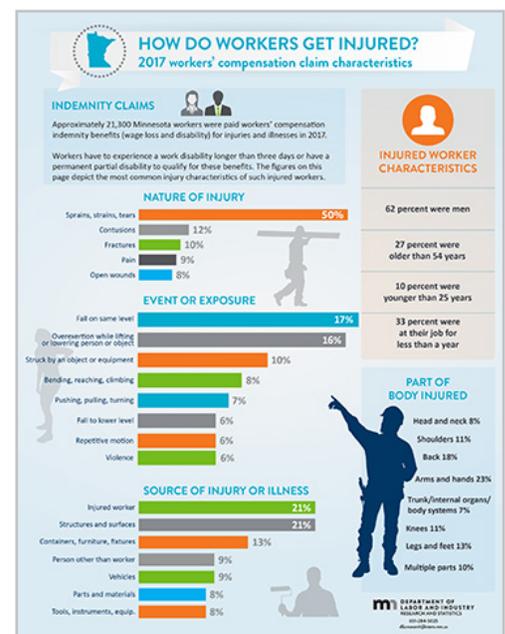
How do workers get injured?

Claim characteristics flyer updated with 2017 data

Approximately 21,300 Minnesota workers were paid workers' compensation indemnity benefits (wage loss and disability) for injuries and illnesses in 2017.

- Sixty-two percent of these workers were men.
- Twenty-seven percent were older than 54 years.
- Ten percent were younger than 25 years.
- Thirty-three percent were at their job for less than a year.

View the updated one-page flyer online at www.dli.mn.gov/business/workers-compensation/claim-characteristics.



OSHA answers

frequently asked questions

As part of its continual effort to improve customer service and provide needed information to employers and employees, Minnesota OSHA (MNOSHA) Compliance answers the most frequently asked questions from the previous quarter.

Q. What is the process for getting a worksite MNSHARP Construction certified? I'm a construction general contractor managing a project that will be 18 months or longer in duration.

A. There are four steps an employer follows to begin the process toward certification as a Minnesota Safety and Health Achievement Recognition Program (MNSHARP) Construction worksite.

1. Request a full safety and health consultation visit.
2. Submit a letter of intent to pursue MNSHARP Construction certification.
3. Notify all affected employees of the intention to pursue MNSHARP Construction certification.
4. Submit a letter that details the site qualification information.

After meeting all requirements, employers are approved for Pre-SHARP Construction status for up to 12 months and work toward full MNSHARP Construction certification.

For more information, contact MNSHARP Coordinator Marnie Prochniak at 651-478-8193 or marnie.prochniak@state.mn.us.

Q. Can damaged extension cords be repaired?

A. Yes, damaged extension cords can be repaired, but only under certain circumstances. A damaged extension cord must be returned to its initial "approved" state; it must meet the requirements of the national testing laboratory that approved it for use, such as Underwriters Laboratories (UL). Hard-service cords smaller than number 14 in general industry or number 12 in the construction industry cannot be repaired. A nick or abrasion that does not penetrate the entire outer jacket or insulation can be repaired or left alone, provided the flexibility of the cord is not affected.

Do you have a question for Minnesota OSHA? To get an answer, call 651-284-5050 or send an email message to osha.compliance@state.mn.us. Your question may be featured here.

Safety Grant Program priority-industries list updated

The Safety Grant Program priority-industries list has been updated to include new equipment coverage.

- Excavation and trenching equipment that safeguards workers from cave-ins is now included.
- Equipment that reduces worker exposure to respirable crystalline silica has been expanded to include both construction and manufacturing.

Complete information about the Safety Grant Program, including the updated priority-industries list is at www.dli.mn.gov/business/workplace-safety-and-health/mnosha-wsc-safety-grant-program.

Recordkeeping notes: Exposures to substances other than blood and other potentially infectious materials

While OSHA requires recording needlesticks and cuts from “sharps” contaminated with human blood and other potentially infectious materials (OPIM) on the OSHA log, it states other exposures, in and of themselves, are neither injuries nor illnesses. This includes needlesticks and cuts from sharps that are contaminated with substances *other* than blood and OPIM. An earlier installation of this series discussed recordkeeping for exposures to blood and OPIM (*Safety Lines*, April 2018).

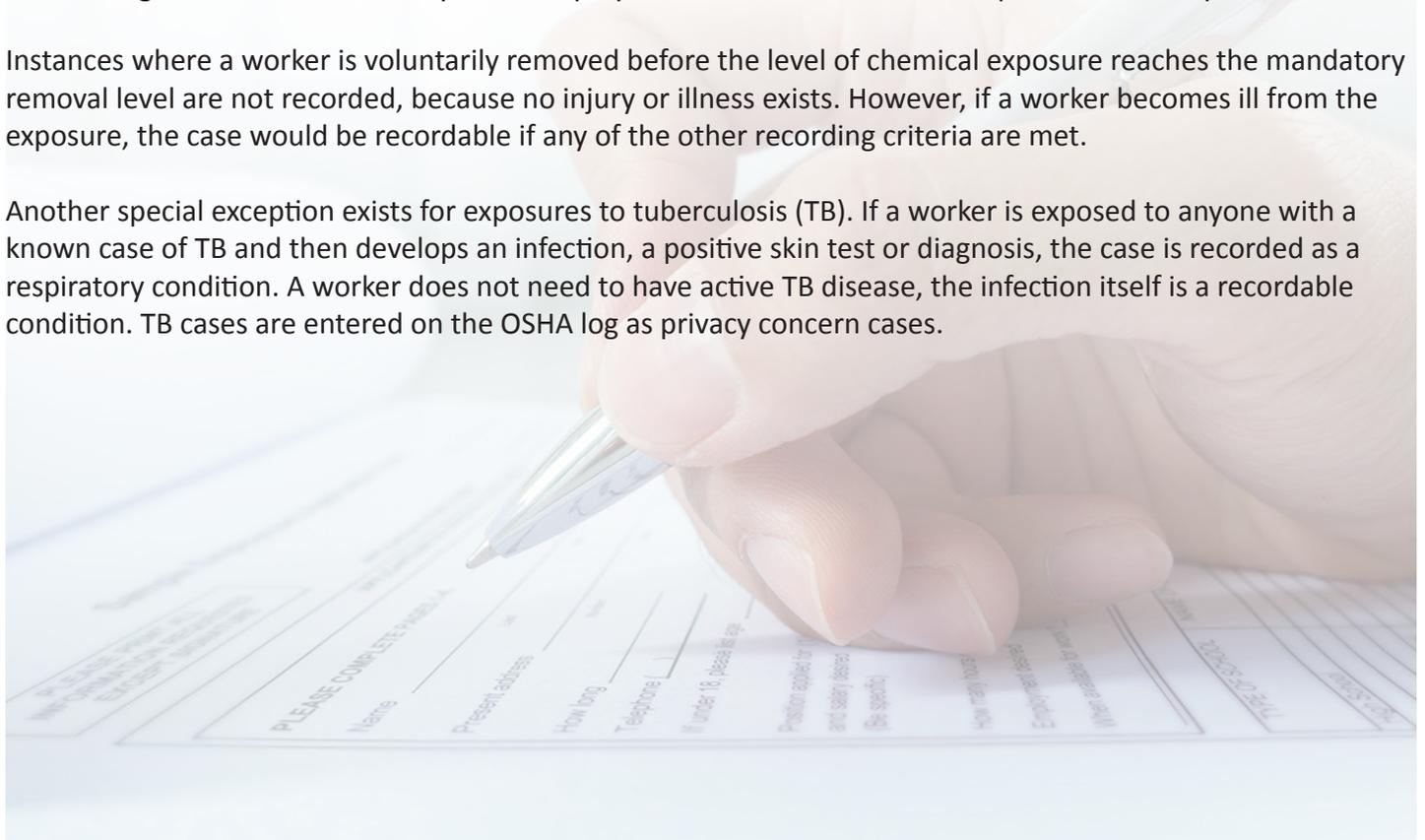
Exposures occur through contact, ingestion, absorption or inhalation of toxic substances. Employers must follow the general recording guidelines for exposures other than those from blood and OPIM. To be recordable, there must first be an injury or illness; then, the injury or illness must result in death, medical treatment beyond first aid, loss of consciousness, restricted work or motion, days away from work or diagnosis of a significant illness by a health care provider. Cases entered on the log for these exposures are not automatically privacy concern cases; if there is an illness, the worker can voluntarily ask that her or his name not be entered on the log.

In some circumstances, a worker is medically removed for chemical exposure under the medical surveillance requirements of an OSHA standard (OSHA recordkeeping requirements, 29 CFR 1904.9). Many OSHA standards covering specific chemical substances have medical removal provisions; among these are standards for lead, cadmium, methylene chloride, formaldehyde and benzene. Medical removal under OSHA standards means there are specified biological test results or a physician’s opinion indicating the worker has been made ill by workplace exposure.

These medical removal cases *must* be recorded on the OSHA log as poisoning cases (29 CFR 1904.9(b)(1)). The cases would be listed as involving days away from work if the employee does not work during the removal or as involving restricted work activity if the employee works in an area where exposures are not present.

Instances where a worker is voluntarily removed before the level of chemical exposure reaches the mandatory removal level are not recorded, because no injury or illness exists. However, if a worker becomes ill from the exposure, the case would be recordable if any of the other recording criteria are met.

Another special exception exists for exposures to tuberculosis (TB). If a worker is exposed to anyone with a known case of TB and then develops an infection, a positive skin test or diagnosis, the case is recorded as a respiratory condition. A worker does not need to have active TB disease, the infection itself is a recordable condition. TB cases are entered on the OSHA log as privacy concern cases.



Reviewing the basics:

Recordkeeping training offered June 19, Aug. 16

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 free introductory-level training sessions June 19 and Aug. 16 about OSHA recordkeeping.

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



Registration, more information

To register, visit <https://secure.doli.state.mn.us/events>. For more information about the training sessions, visit www.dli.mn.gov/business/workplace-safety-and-health/mnosha-compliance-recordkeeping-standard.

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



A closer look at manufacturing injury, illness rates

By Brian Zaidman and Kathleen Winters, Research and Statistics

Many times, looking at a trend for a high-level category hides the diversity of trends taking place among category subgroups. Manufacturing accounted for 13 percent of Minnesota’s private ownership employment in 2017 (160,900 jobs), not counting all the temporary-help-agency workers also working at manufacturing facilities. Its injury and illness incidence rate, estimated through the annual Survey of Occupational Injuries and Illnesses (SOII), shows a consistent decline from 2014 through 2017 (4.4 injuries and illnesses per 100 full-time-equivalent (FTE) workers in 2014 to 3.8 per 100 FTE workers in 2017). SOII estimates include temporary-help-agency workers’ hours worked and their injuries and illnesses.

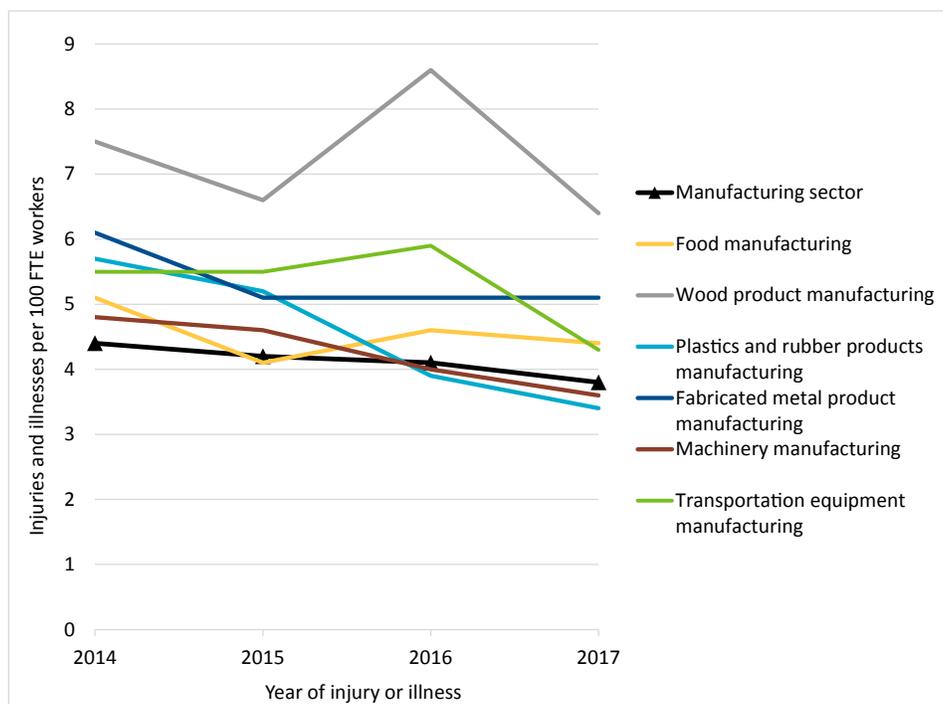
Manufacturing is composed of 21 subsectors; the following focuses on the six largest subsectors in Minnesota: manufacturing food, wood products, plastics and rubber products, fabricated metal products, machinery and transportation equipment. These six subsectors accounted for half of manufacturing employment.

As shown in Figure 1, the estimated rates for these subsectors were almost always higher than the sector rates; only five of the 24 data points were lower than the manufacturing rate value. Most of the subsectors followed patterns different from that of the manufacturing sector as a whole; only two subsectors, plastics and rubber products manufacturing and machinery manufacturing, had estimated rates decline throughout the period.

A consistent outcome is that the estimated rates for all six subsectors in 2017 were below their rates for 2014. These declines varied from a 14% drop (food manufacturing) to a 40% drop (plastics and rubber products manufacturing).

These results indicate that care must be taken when applying the overall manufacturing rate and trend to the injury and illness level in subsectors and specific industries.

Figure 1. Estimated injury and illness rates for manufacturing and its largest subsectors



MNOSHA Workplace Safety Consultation meets with Korean delegation



Minnesota OSHA Workplace Safety Consultation and Department of Labor and Industry (DLI) representatives met with Korean safety and health officials from LG, 3M and Coca-Cola businesses to share and discuss workplace safety and health practices during an April 9 meeting at DLI.

Minnesota's newest MNSHARP Construction worksite



Mortenson Construction – 333 Hennepin, Minneapolis

MNSHARP Construction is a MNOSHA Workplace Safety Consultation program that recognizes major-construction companies where managers and employees work together to develop safety and health programs that go beyond basic compliance with all applicable OSHA standards and result in immediate and long-term prevention of job-related injuries and illnesses.

Only construction projects at least 18 months in duration are eligible for participation in MNSHARP Construction.

Complete information about MNSHARP Construction is online at www.dli.mn.gov/business/workplace-safety-and-health/mnosha-wsc-minnesota-safety-and-health-achievement-recognition.

Minnesota OSHA's calendar of events

April 2019

April 15-19 *Excavation Safety Stand-down*
www.dli.mn.gov/excavation

May 2019

May 3 *Occupational Safety and Health Advisory Council*
www.dli.mn.gov/about-department/boards-and-councils/occupational-safety-and-health-advisory-council

May 6-10 *National Safety Stand-down to Prevent Falls in Construction*
www.osha.gov/stopfallsstanddown

May 21 *Construction Seminar: Traffic Control*
www.dli.mn.gov/business/workplace-safety-and-health/mnosha-compliance-construction-seminars

June 2019

June 7 *Occupational Safety and Health Review Board*
www.dli.mn.gov/about-department/boards-and-councils/occupational-safety-and-health-review-board

June 19 *OSHA recordkeeping training: Learn the basics*
www.dli.mn.gov/business/workplace-safety-and-health/mnosha-compliance-recordkeeping-standard

August 2019

Aug. 2 *Occupational Safety and Health Advisory Council*
www.dli.mn.gov/about-department/boards-and-councils/occupational-safety-and-health-advisory-council

Aug. 16 *OSHA recordkeeping training: Learn the basics*
www.dli.mn.gov/business/workplace-safety-and-health/mnosha-compliance-recordkeeping-standard

September 2019

Sept. 6 *Occupational Safety and Health Review Board*
www.dli.mn.gov/about-department/boards-and-councils/occupational-safety-and-health-review-board

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