

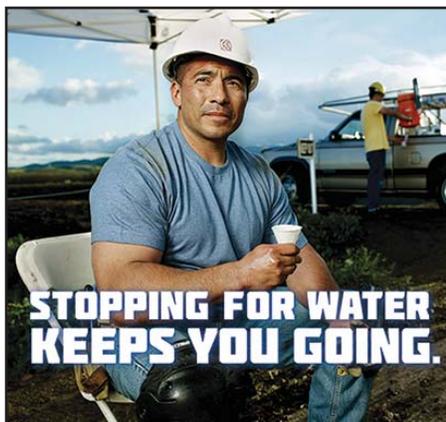
Safety Lines

HEAT RETURNS TO MINNESOTA!

Citizens urged to prevent, monitor for heat stress, heat disorders

By Diane Amell, MNOSHA Training Officer

Though it's been a longtime coming this year, Minnesotans are sure to experience hot, humid summer weather before crisp fall temperatures are the norm. Heat is recognized under the state Employee Right-to-Know standard as a harmful physical agent. The two key heat-related illnesses are heat stroke and heat exhaustion.



Heat stroke, heat exhaustion

Heat stroke is an **immediately life-threatening** condition that requires emergency medical attention. Its symptoms include: red, hot, dry skin, sometimes mottled; extremely high body temperature, in excess of 104°F; cessation of sweating; confusion; inability to think clearly; fainting or loss of consciousness; collapse; convulsions or seizures; and death. Symptoms of heat exhaustion include: thirst; dizziness; headache; wet, sweaty skin; fast heartbeat; nausea or vomiting; weakness; irritability or confusion; fainting; body temperature above 100.4°F; and cramps.

Other heat-related disorders

Other heat-related disorders include heat cramps, heat rash (or “prickly heat”) and transient heat fatigue. Risk factors for the development of heat-related illnesses are: high temperature and humidity; direct sun exposure; no wind or breeze; low liquid intake; heavy physical labor; heavy, impermeable or waterproof protective clothing; lack of acclimatization to hot environments; overall poor health; some medications; and pregnancy.

Prevention

Steps employers should take to prevent heat-related disorders include: providing drinking water and encouraging employees to drink small amounts every 15 minutes; scheduling frequent breaks in shaded or air-conditioned areas; checking workers for signs of

Heat index?
'There's an app for that.'

Federal OSHA continues its campaign to prevent heat illness in outdoor workers. A newly added smartphone app – the Heat Safety Tool – adds one more way employers can monitor for and prevent heat-related disorders. The app, available in Android, BlackBerry and iPhone formats in both English and Spanish, calculates the heat index and provides the risk level of developing heat disorders during strenuous work. Proper precautions for the risk level are also provided, along with a guide about using the heat index.

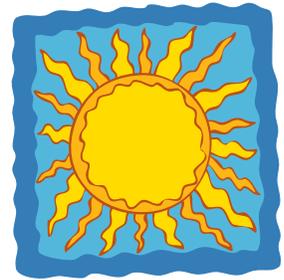
Another resource OSHA has developed for use on the go is a two-sided business card with the logo “Water. Rest. Shade. The work can't get done without them” on one side and the symptoms of heat illness indicating when to call 911. The card also has a Quick Response (QR) code that links to more information and resources online.

Other campaign resources available on the federal OSHA website include posters, a low-literacy fact sheet and the *OSHA Heat Illness Prevention Training Guide*.

The material is available in English at www.osha.gov/SLTC/heatillness and available in Spanish online at www.osha.gov/SLTC/heatillness/spanish.



heat stress; and training workers about the symptoms of heat-related illness and measures they can take to protect themselves.



Not just a summer threat

While one normally associates heat stress with the summer months, in workplaces such as foundries and commercial bakeries, kitchens and laundries, heat is a year-round hazard. Minnesota Rules 5205.0110, subp. 2a, is the Minnesota OSHA standard for heat stress. While it applies to indoor workrooms in general industry only, all employers whose employees are at risk for heat-related illness are strongly encouraged to take precautions.

More information

Minnesota OSHA has developed a Web page about heat stress that offers helpful resources, including: the heat-stress guide that explains heat disorders, workplace evaluation methods and controls; a one-page hazard alert; and links to federal OSHA resources. The page is at www.dli.mn.gov/OSHA/HeatStress.asp.

WORKERS' COMPENSATION SUMMIT 2013

Looking Back,
Moving Ahead

Registration is open for 2013 summit

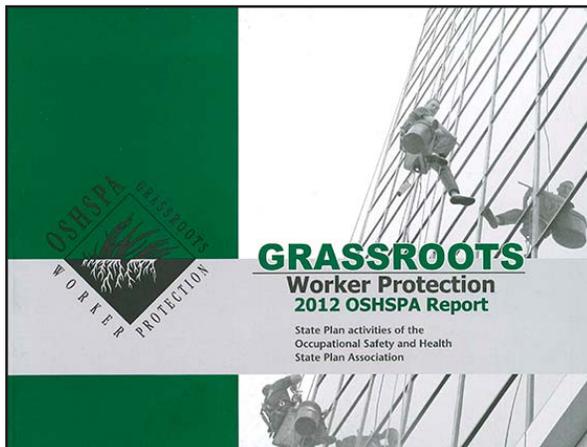
The Minnesota Department of Labor and Industry will host its 2013 Workers' Compensation Summit on Thursday, Sept. 12, at the Crowne Plaza Hotel in St. Paul, Minn.

The one-day conference will feature multiple breakout sessions led by experts and stakeholders in workers' compensation and occupational safety and health.

The conference will examine current issues that affect employers, employees, insurers, medical providers, legislators, attorneys and others in Minnesota's workers' compensation system.

Complete information, including registration and a list of speakers and topics is online at www.dli.mn.gov/Summit.

Association of state-plan states publishes annual report



The Occupational Safety and Health State Plan Association (OSHSPA) has published its 2012 annual report describing the activities of the 27 U.S. states and territories that run their own OSHA program. The Occupational Safety and Health Act of 1970 gives states and territories the right to develop their own workplace safety and health plans and to enforce safety and health rules within their jurisdictions. Federal OSHA approves and monitors state plans and funds up to 50 percent of their operating costs. Learn more about OSHSPA and access the new report at www.dli.mn.gov/OSHA/Reports.asp.

Riding mower recalls for MTD, Toro, Kubota

By Diane Amell, MNOSHA Training Officer

There have been at least three recalls of zero turn commercial lawn mowers this spring due to fire hazards.

MTD

On April 29, MTD recalled eight 2011 model Cub Cadet commercial mowers because of reports that fuel was leaking or seeping from the top of the tank. The recall involves mowers manufactured in 2011 (January through December). For more information and a list of affected models, visit the Consumer Product Safety Commission (CPSC) website at www.cpsc.gov/en/Recalls/Recall-Alerts/2013/MTD-Products-Recalls-Cub-Cadet-Commercial-Lawn-Mowers/.



Toro

On May 9, Toro recalled its 2012 and 2013 Toro Z Master riding mowers because the idler pulley can rub against the fuel tank. This is in addition to the Nov. 27, 2012, recall of several 2012 models sold at Toro dealers from January through August 2012 for between \$7,700 and \$8,700. That recall was due to the traction drive belt wearing through the mower's fuel tank, causing fuel to leak. For more information, visit the CPSC website at www.cpsc.gov/en/Recalls/2013/Toro-Recalls-Zero-Turn-Riding-Mowers/.



Kubota

The Kubota ZG100 Series Zero Turn riding mowers were recalled May 21 because the fuel tank pressure relief valve could malfunction, causing the tank to expand and rub against the transmission drive belt and drive cooling fan, which could, in turn, wear a hole in the fuel tank and create a fuel leak. For more information, visit the CPSC website at www.cpsc.gov/en/Recalls/Recall-Alerts/2013/Kubota-Recalls-Riding-Mowers/.

While these mowers were primarily used in the commercial market, some – especially the Toro Z Master – were purchased by consumers for home use. For a CPSC fact sheet about the safe use of riding mowers, go to www.cpsc.gov/PageFiles/122050/588.pdf.



MNOSHA Compliance signs safety, health partnerships

Minnesota OSHA (MNOSHA) Compliance recently signed Level 3 Cooperative Compliance Partnership agreements with:

- The Boldt Company;
- Graham Construction; and
- Ed Kraemer & Sons, Inc. and the Minnesota Department of Transportation (MnDOT).

Level 3 is the peak level of such partnerships, with applicants striving to be an industry leader with a very comprehensive safety and health program. To qualify, participants must have reached Level 2 and remained on that level for at least one year.

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.

Learn more about MNOSHA Compliance partnerships on the Department of Labor and Industry website at www.dli.mn.gov/OSHA/Partnerships.asp.



The Boldt Company



Graham Construction Services



Ed Kraemer & Sons, Inc.; Minnesota Department of Transportation

GHS changes affect other standards

By Alden Hoffman, P.E., CIH, OMT Director

Employers who have been following the Globally Harmonized System of Classification and Labeling of Chemicals (GHS) criteria to the Hazard Communication Standard, 1910.1200, may already know changes are coming to safety data sheets (previously known as material safety data sheets or MSDSs) and product labeling. The changes require employers to inform their employees of the changes to safety data sheets (SDSs) and the new labeling and pictograms by Dec. 1, 2013. (See July 2012 *Safety Lines* story.)

Perhaps less publicized changes resulting from the March 2012 adoption of GHS criteria were changes to other existing OSHA standards. Most notably among these are the flammable and combustible liquid standards, 1910.106 and 1910.107 in general industry, and 1926.152 in construction.

The classification of potentially flammable materials was changed, using modified temperature ranges. The word “class” was replaced with the word “category.” Also, the “combustible” liquids class was omitted. The final language contains four categories of flammable liquids. These changes are in place today.

Similar to labeling changes, the language used on signs was changed. These changes affect a host of health standards. Employers must begin using the new language no later than June 1, 2016. The revisions do not impose new requirements for signs, but merely change the language or text on signs.

Standards affected by changes to signs include the following:

- 1910.1001 and 1926.1101, Asbestos;
- 1910.1003 and 1926.1103, 13 Carcinogens;
- 1910.1017 and 1926.1117, Vinyl Chloride;
- 1910.1018 and 1926.1118, Inorganic Arsenic;
- 1910.1025 and 1926.62, Lead;
- 1910.1027 and 1926.1127, Cadmium;
- 1910.1028 and 1926.1128, Benzene;
- 1910.1029 and 1926.1129, Coke oven emissions;
- 1910.1043, Cotton dust;
- 1910.1044 and 1926.1144, 1,2-dibromo-3-chloropropane;
- 1910.1047 and 1926.1147, Ethylene Oxide;
- 1910.1048 and 1926.1148, Formaldehyde; and
- 1910.1050 and 1926.60, Methylenedianiline.

In general, signs must be maintained so they are visible. There is no requirement for lamination or metal construction for example, but they must be distinguishable from other material in the workplace. Employers must also ensure employees understand the signs.



Learn and live: Grain-industry hazards lead to deaths, injuries *Minnesota OSHA, federal OSHA, grain association team up to promote safety*

Five seconds. That is how quickly a worker can become engulfed in flowing grain and be unable to get out.

Sixty seconds. That is how quickly a worker can be completely submerged in flowing grain. More than half of all grain engulfments result in death by suffocation.

In the past 50 years, more than 900 cases of grain engulfment at worksites and family farms have been reported with a fatality rate of 62 percent, according to researchers at Purdue University in Indiana.



In 2010, due to an increasing amount of worker fatalities in this industry, the U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) reached out to the Minnesota Occupational Safety and Health Administration (MNOSHA) and related agricultural and grain-handling industries to find ways to prevent deaths and injuries.

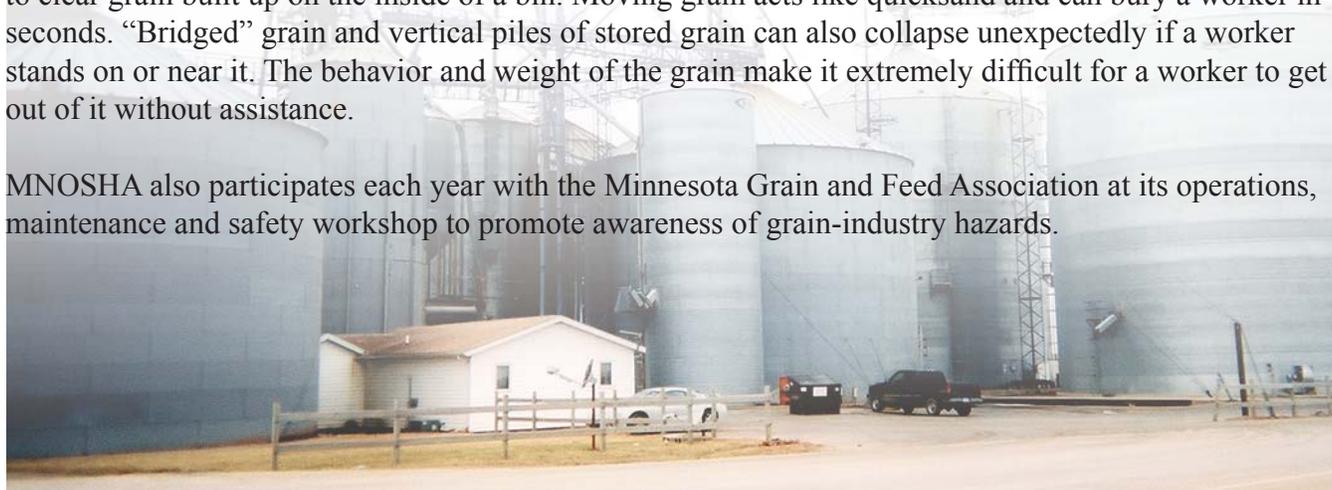
MNOSHA conducts compliance inspections and offers outreach to grain-handling facilities as part of its 2009 through 2013 strategic plan. Since 2009, MNOSHA has conducted almost 100 grain facility inspections. There have been no Minnesota grain-handling workplace fatalities in the past five years.

Federal OSHA also developed a local emphasis inspection program for grain-handling facilities, which focused on the grain and feed industry's six major hazards. These include engulfment, falling, auger entanglement, being struck by, combustible-dust explosion and electrocution.

"OSHA is working hard to change the 'it won't happen to me' mindset," said Nick Walters, U.S. Department of Labor OSHA Regional Administrator for six Midwestern states. "Grain-handling injuries and deaths can be prevented if employers follow proper safety procedures."

Suffocation can occur when a worker becomes buried by grain as they walk on moving grain or attempt to clear grain built up on the inside of a bin. Moving grain acts like quicksand and can bury a worker in seconds. "Bridged" grain and vertical piles of stored grain can also collapse unexpectedly if a worker stands on or near it. The behavior and weight of the grain make it extremely difficult for a worker to get out of it without assistance.

MNOSHA also participates each year with the Minnesota Grain and Feed Association at its operations, maintenance and safety workshop to promote awareness of grain-industry hazards.



“MNOSHA is working with the grain and agricultural industries and the agricultural community to educate employers and workers about the unique hazards of the grain and feed industry,” said James Krueger, director, MNOSHA Compliance. “We continue to work to improve awareness of these hazards and the safety and health of workers on Minnesota farms and in grain-handling facilities. We are committed to preventing injuries and deaths.”

Resources

- MNOSHA inspection data, grain-handling safety information and a hazard alert about grain-handling hazards are online at www.dli.mn.gov/OSHA/GrainHandling.asp.
- Federal OSHA has published information related to common grain-industry hazards and abatement methods, proper bin entry techniques, sweep auger use and many other grain-related topics online at www.osha.gov/SLTC/grainhandling. OSHA’s grain bin local emphasis program covers 25 states.

Schedule announced, new location for free Construction Seminar program

The free Construction Seminar program presented annually by Minnesota OSHA Compliance will have a new home and a new format for the 2013/2014 season, which begins Tuesday, Sept. 17.

The seminars feature a presentation and discussion 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 and incident trends.

The presentations will be at the MnDOT Training and Conference Center, 1900 W. Cty. Road I, Shoreview, MN. The facility is state of the art and has plenty of free parking.

For the 2013/2014 season, all seminars will be presented in a panel discussion format. For each seminar, the doors will open at 6:30 a.m. and the program will start at 7 a.m.

Depending on discussions and questions, the programs are about an hour to an hour-and-a-half long.



The May 2013 Construction Seminar at St. Paul College focused on electrical safety.

2013/2014 Construction Seminar dates, topics

- **Tuesday, Sept. 17** – Vehicle safety: distracted driving
- **Wednesday, Nov. 20** – The changing workforce: aging employees, multilingual needs, attitudes toward work
- **Tuesday, Jan. 21** – MNOSHA statistics, update: new standards or changes to existing standards and how they will be cited, special emphasis programs, local and national partnerships, update from MNOSHA Workplace Safety Consultation
- **Tuesday, March 18** – Excavation inspections, utilities: jobsites above and below ground, pre-inspections, daily inspections, resources
- **Tuesday, May 20** – Fall protection: ladders, scaffolds, residential and commercial



The MnDOT Training and Conference Center, Shoreview, Minn.

Frequently asked questions: *grain handling*

Question

What standards apply to the following manlifts: endless belt, handpowered and special purpose personnel elevators?

Answer

Endless belt manlifts shall conform to the requirements of 1910.68, found on the federal OSHA website at www.osha.gov.

Hand-powered platform passenger type manlifts shall conform to the requirements of Minnesota Rules 5205.0550 to 5205.0580, found on the Office of the Revisor of Statutes website at www.revisor.mn.gov/rules/?id=5205.

Special purpose personnel elevators shall conform to the electrical code requirements of Minnesota Rules, Chapter 1307 (ASME Code A17.1) found at www.dli.mn.gov/CCLD/ElevatorLaws.asp.

Question

Can I get clarification of two settlement agreements (Western Grain Marketing, L.L.C. and Northern Grain Marketing, L.L.C.) as they relate to sweep augers in grain bins and Minnesota OSHA's reaction to the federal OSHA settlements?

Answer

Minnesota OSHA will adhere to the decision rendered recently in Illinois by the Occupational Safety and Health Review Commission, in regard to the operation of grain bin sweep augers (OSHRC dockets 11-2725 and 12-0624). Both company settlements can be viewed on the federal OSHA website at www.osha.gov/SLTC/grainhandling, under "Highlights" and "Sweep Auger Settlements" on the right side of the page. The 10-point safety principles can be found in Section III of the settlements and will need to be followed.

Those in the grain industry are reminded to be aware of the dangers of unguarded augers and entering grain bins without proper precautions. Grain stored in a grain bin might appear harmless, but it behaves similarly to quicksand, engulfing and burying a worker in as little as 30 seconds. Grain bins should never be entered unless absolutely necessary and then **only** with the proper precautions and procedures. Practices such as "walking down" grain are prohibited. (References 1910.272(g)(1)(iv) entry into grain storage structures and 1910.272(h)(2)(ii) entry into flat storage structures.)

More grain-handling information is on the DLI website at www.dli.mn.gov/OSHA/GrainHandling.asp.



Minnesota's newest **MNSTAR** worksites



Monsanto in Stanton, Minn.

Two additional Minnesota worksites earned Minnesota STAR (MNSTAR) Program status recently: **Monsanto** in Stanton, Minn., and Valspar in Minneapolis. Each worksite was recognized by the Minnesota Department of Labor and Industry for its achievement. There are currently 33 approved MNSTAR Program worksites.

The MNSTAR Program is a Minnesota Occupational Safety and Health Administration program that recognizes companies where managers and employees work together to develop safety and health management systems that go beyond basic compliance with all applicable OSHA standards and result in immediate and long-term prevention of job-related injuries and illnesses. The program is modeled after federal OSHA's Voluntary Protection Program (VPP).

Learn more about the MNSTAR Program online at www.dli.mn.gov/Wsc/Mnstar.asp.



Valspar in Minneapolis

Seminar presented in Spanish provides safety information, workers' rights

Minnesota OSHA (MNOSHA) Compliance offered a special edition of its Construction Seminar on June 20, presenting all of the information in Spanish.

Spanish-speaking workers attended the free seminar that was focused on residential construction fall-protection information but extended the usual Construction Seminar format to also include information presented by the Department of Labor and Industry's Construction Codes and Licensing Division (CCLD), Workers' Compensation Division and Labor Standards unit.

Tony Robles, MNOSHA Compliance, conducted the seminar and presented the fall-protection information. He was assisted by Marianne Golden, presenting CCLD information; Francisco Gonzalez, presenting workers' compensation information; and Sonia Cordero, presenting labor standards information.



Tony Robles, MNOSHA Compliance, addresses the attendees at the special Construction Seminar presented in Spanish at DLI on June 20.

Learn more about the Construction Seminar program at www.dli.mn.gov/OSHA/ConstructionSeminars.asp. Information about each of the 2013/2014 sessions will be provided on that page as soon as it becomes available.

WSC construction safety, health training for youths

Workplace Safety Consultation (WSC) construction consultants have been providing safety and health training to students and instructors, participating in several programs designed to help create awareness about safety and health in construction, as part of ongoing programs focused on creating better career opportunities for participants. The programs provide an opportunity to teach safety and health to students and adults, including minorities and women, seeking to increase their chances for securing future employment.



MNOSHA Workplace Safety Consultation's Bob Durkee (upper left) helps students identify common worksite hazards.

Goodwill/Easter Seals

Goodwill/Easter Seals, with involvement from the Minnesota Department of Employment and Economic Development, created a program to help unemployed people get back to work by introducing students to the construction trades. The main emphasis is on establishing a pool of trained workers who are ready and available to be hired for construction projects, including large-scale projects such as the Minnesota Vikings stadium. WSC construction consultants trained program instructors so they can then teach Minnesota OSHA construction courses to the students. Participants in this program are 18 years and older, and include some who were displaced due to the closing of the Ford Motor Co.'s Twin Cities Assembly Plant in St. Paul, Minn.

Urban League

WSC construction consultants have been working with the Urban League to offer graduates from North High School in Minneapolis, who are 18 years and older, an opportunity to learn about the construction trades, providing an opportunity for them to establish a career in construction. Construction employers that participate in the program offer students 10 weeks of hands-on training on construction projects. WSC consultants assist by providing training about construction safety and health topics to students. The program requires students to take the training seriously and fully participate, to aid them in obtaining future employment.

ConstructionCareers.org

WSC construction consultants have also created a working relationship with ConstructionCareers.org to provide a program for St. Paul, Minn., area students. Participants range from 16 to 18 years of age. The program establishes a project for students to work on, such as building a garage, under the supervision of a current construction supervisor. A goal of the program is to not only provide exposure to the construction trades but to also instill good working habits for students to help them succeed in future employment.

YWCA

YWCA, in conjunction with the Minnesota Department of Transportation, has developed a program to help train students in the contract driving trade. The program focus is on getting unemployed people back to work; the majority of participants are minorities and women seeking opportunities to re-enter the workforce. WSC consultants have provided safety and health training about related topics in construction and more specific safety training about driving, to educate the participants about the safety aspects related to contract driving.

Safety and health for minorities and young workers continues to be an emphasis for WSC. Participation in these programs has provided an opportunity for WSC to educate about and promote the benefits of worksite safety and health to a group of future employees who have otherwise had limited exposure to safety and health training.

Safety Grants program awards more than \$1 million



State-fiscal-year 2013 was another active year for Workplace Safety Consultation's Safety Grants program. From July 1, 2012, through June 30, 2013, Workplace Safety Consultation awarded 141 safety grants, totaling \$1,003,164, to private- and public-sector employers.

The safety grant awards provided reimbursements for projects involving the purchase of items including material handling equipment, specialized logging equipment, local exhaust ventilation systems, fall protection, ergonomically designed tools, safe patient-handling equipment and machine guarding.

The Safety Grant program awards matching funds up to \$10,000 to employers for qualifying projects designed to reduce the risk of injury and illness to workers. Grant applications are reviewed every two months and deadlines for submission are on the 15th of February, April, June, August, October and December. More information about the program is available online at www.dli.mn.gov/Wsc/Grants.asp.

In addition to prioritizing applications from business types in the Minnesota OSHA strategic plan and goods-producing employers, there continues to be a specific priority given for window-washing equipment, tuckpointing equipment and for projects in other construction industries dealing with silica, grain handling and fall protection in residential construction.

Information for young workers, their employers

The Minnesota Department of Labor and Industry (DLI) encourages the promotion of workplace safety and health, as well as worker rights and responsibilities, especially to young workers just entering the workforce.

Part of DLI's website focuses on teen workers – www.dli.mn.gov/LS/TeenWorkers.asp, with information and resources for teens, parents and employers, including a two-page handout, “Youth rules for kids at work,” that answers frequently asked question about teens in the workforce.

Young workers are some of the most vulnerable with regard to workplace injuries and illnesses. Thousands of teen workers enter the workforce each year, yet many are not familiar with their rights and responsibilities under existing labor laws and related Minnesota Occupational Safety and Health Administration (MNOSHA) safety and health standards. All employees must comply with MNOSHA standards; employees also have the right to refuse to work under conditions the employee believes present an immediate danger of serious physical harm or death and have the right to request an inspection by Minnesota OSHA Compliance.

Common hazards

Common injuries and hazards for young workers often include:

- falls due to slippery floors and due to working at heights;
- being caught in a machine;
- contact with electricity;
- burns;
- workplace violence (convenience store, fast-food restaurant);
- heavy lifting;
- exposure to hazardous chemicals (janitorial/cleaning, agriculture);
- exposure to the sun or heat;
- fires;
- noise; and
- motor-vehicle and equipment operation (food delivery, grocery).

Common injury causes

Many injuries for young workers are caused by:

- a lack of adequate equipment;
- inadequate or no personal protective equipment;

YOUTH RULES FOR KIDS AT WORK

Each year, thousands of Minnesota teens work in part-time or summer jobs. Early work experiences can be rewarding for young workers – providing great opportunities to learn important job skills. The Minnesota Department of Labor and Industry wants to help you have a safe and rewarding work experience. Below are some rights and responsibilities teens need to know about in the workplace.



YOUR SAFETY AND HEALTH ON THE JOB
You have a right to a safe and healthy workplace. Proper safety training is a key component to help avoid injuries on the job. A recent U.S. study reported that 26 percent of workers younger than 18 years of age worked at least part of the day without an adult supervisor and as many as one-third of them reported not having any health and safety training. In Minnesota, the most common occupations for injured teens each year are cooks, food preparation workers, nursing aides and laborers.

TIP: To avoid injury, ask for help when you need it or if you are unsure about any job-related tasks. Most importantly, make sure you have access and training about safety gear and first-aid equipment.

WHERE DO MOST MINNESOTA TEENS WORK?
Teens are typically employed in fast food, retail, parks and recreation, amusement parks, or federal or state youth employment programs. In Minnesota, the majority of employed 14- to 18-year-olds work in lodging and food services (36 percent), retail (26 percent), and health care and social assistance (8 percent).

WHAT HOURS CAN TEENS WORK?
If both federal and state laws apply to an employer, the more protective or stricter standard must be followed. The minimum age for most employment is 14, unless a federal and state law exemption allows for a younger minimum age.

FACT: Teens working too late at night is the most common complaint state investigators hear each year.

Minors ages 14 and 15 may not work:

- before 7 a.m. or after 9 p.m., with the exception of a newspaper carrier;
- more than eight hours a day, except in agriculture;
- more than 40 hours a week, except in agriculture;
- on school days during school hours, without an employment certificate issued by the school district superintendent.

During the school year, large employers (sales of more than \$500,000 annually) are prohibited from letting minors younger than 16 work later than 7 p.m., work more than three hours a day and work more than 18 hours a week.

Small employers (sales of less than \$500,000 annually) may allow minors younger than 16 to work until 9 p.m.

High school students aged 16 and 17 may not work after 11 p.m. on an evening before a school day or before 5 a.m. on a school day.





(651) 284-5070 • 1-800-DIAL-DLI (1-800-342-5354)
dli.laborstandards@state.mn.us • www.dli.mn.gov

YOUTH RULES FOR KIDS AT WORK

PROHIBITED WORK
There are both federal and Minnesota child labor laws that restrict minors from working in certain hazardous jobs or conditions.

For example, teens younger than 18 may not be employed in or about construction or building projects.

Other prohibited work for minors younger than 18 includes driving passenger-carrying vehicles; operating, erecting or dismantling rides or machinery in an amusement park; or working with explosives or fireworks.

Minors younger than 16 may not work with machinery such as power-driven snowblowers and other lawn and garden equipment, meat slicers or bakery equipment. Other prohibited work for minors younger than 16 includes working with laundry, rug cleaning or dry cleaning equipment; being in contact with a carwash or a mechanized conveyor line; or doing welding of any kind.

A homeowner can hire a 14-year-old to mow his or her lawn (which is considered a home chore), but a company that hires individuals to do similar jobs may not hire a 14-year-old to mow a lawn.

EXEMPTIONS: Although a minor younger than 14 may not be employed in most cases, there are exemptions, such as a newspaper carrier, actor, actress, model, agricultural field worker or youth sports official. Such exemptions require a permit from the Department of Labor and Industry's Labor Standards unit.



QUESTIONS?
Many of the things parents hear – and sometimes business owners hear – about labor laws are from relatives, friends or other workers' experiences, not the actual statutes and rules.

If you have questions about labor laws, contact Labor Standards at (651) 284-5070, 1-800-342-5354 or dli.laborstandards@state.mn.us.

If you have questions about workplace safety or health, contact Minnesota OSHA Workplace Safety Consultation at (651) 284-5060, 1-800-657-3776 or osha.consultation@state.mn.us.

MINIMUM WAGE
Employers cannot pay teens less than the minimum wage. Employees must be paid at least the current minimum wage rate, regardless of the method of compensation, for all hours worked, including training time.

There are both state-minimum-wage laws and federal-minimum-wage laws. In cases where an employee is subject to both the state and federal minimum-wage laws, the employee is entitled to the higher wage.

Training wage	may be paid to new employees under the age of 20 during their first 90 days of employment	\$4.90
Small employers	annual sales volume of less than \$500,000 and not engaged in interstate commerce	\$5.25
Federally covered employers	businesses with annual dollar volume of business of \$500,000 or engaged in interstate commerce	\$7.25

NO TIP CREDIT: Minnesota does not allow for tips received by employees to be credited toward the payment of minimum wages.

- insufficient machine guarding;
- having no established policies for worker safety;
- a lack of adequate training about policies and about proper use of equipment; and
- having no accountability to ensure appropriate established procedures are followed.

Safety tips for common workplace hazards

Agricultural machinery

- Don't operate any machinery without proper training.
- Maintain all safeguards when operating machinery.
- Do not attempt to unjam equipment while it's running.
- Know where electrical power lines are located.

Chemicals (pesticides)

- Wash your hands thoroughly before eating.
- Avoid direct contact with chemicals.
- Keep your work and street clothes separate.

Hand tools

- Use hand tools in the manner for which they were designed
- Clean and maintain all tools after use.
- Report damaged or nonusable tools to your employer.

Heat stress, heat disorders – High temperature, high humidity, radiant heat, minimal air movement and clothing contribute to heat stress and heat disorders, which affects the body's natural cooling mechanism that effectively dissipates heat and can be deadly. (For information about heat stress and disorders, including how to recognizing, prevent and treat them, see page 1.)

Heavy lifting

- Pay attention to how you are lifting objects, use your legs and don't bend at the waist.
- Be sure you have a firm footing, with your feet square with your shoulders.
- Don't twist while lifting, turn your feet toward the object to be lifted.
- Avoid lifting more than 35 pounds; ask for assistance for heavier loads.

Inadequate or no personal protective equipment (PPE) – In Minnesota, employers must provide and pay for all PPE required for employees to perform their jobs safely. Depending on the work, required PPE may include sturdy footwear, work gloves, sunscreen, light-colored cotton shirts with sleeves, a cap, hearing protection and respiratory protection.

Tick-borne diseases

- To avoid tick-borne diseases, such as Lyme disease and anaplasmosis, routinely inspect for ticks and the symptoms of tick bites. Symptoms to watch for include fever, headache,

Thousands of teen workers enter the workforce each year, yet many are not familiar with their rights and responsibilities

chills, fatigue, aching muscles and, in the case of Lyme disease, a characteristic skin rash that often spreads in a “bull’s-eye” pattern.

More information

The following online resources provide more detailed information to help keep young workers safe.

- Federal OSHA:
 - Young workers you have rights, at www.osha.gov/youngworkers;
 - Restaurant safety for young workers, at www.osha.gov/SLTC/restaurant; and
 - Youth in agriculture at www.osha.gov/SLTC/youth/agriculture.
- Minnesota OSHA:
 - Grain bins safety hazard alert at www.dli.mn.gov/OSHA/PDF/hazalert_grainbins.pdf.

Conference within a conference: full-day session offers patient-handling information at annual conference

As part of the 79th Annual Minnesota Safety and Health Conference, the Minnesota Safety Council and Minnesota OSHA’s Workplace Safety Consultation (WSC) hosted their second full-day Minnesota Safe Patient Handling and Movement Program, May 14.

The conference was designed to provide the most recent information about safe patient-handling (SPH) in Minnesota for both long-term-care and acute-care facilities. Conference sessions included: an overview of a large-scale SPH program implementation; barriers to equipment use; education and training; creating and sustaining culture change; committees; clinics and outpatient services; bariatrics; connecting SPH and fall-prevention programs; cars; and bathrooms.



The conference also included a roundtable session with all the speakers of the day, to answer questions from the audience. Attendees had the opportunity to network and connect with other facilities as well as with the speakers. Vendors from various patient-handling-equipment companies showed their wares.

The event was organized and facilitated by WSC Ergonomics Program Coordinator Breca Tschida. Planning committees for the conference included representatives from nursing homes and hospitals located in the metro area and greater Minnesota.

Minnesota's newest **MNSHARP** Construction worksites



Two outstanding construction projects were recognized by the Minnesota Department of Labor and Industry in June for their achievement as Minnesota Safety and Health Achievement Recognition Program (MNSHARP) Construction worksites.

J.E. Dunn was recognized for its University of Minnesota Northrop Auditorium Remodel Project in Minneapolis.

McGough Construction was recognized for its United Group Campus Project in Eden Prairie and Minnetonka, Minn.

MNSHARP Construction is a Minnesota Occupational Safety and Health Administration 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 MNSHARP Construction.



J.E. Dunn achieves MNSHARP Construction status
University of Minnesota Northrop Auditorium Remodel Project, Minneapolis



McGough Construction achieves MNSHARP Construction status
United Group Campus Project, Eden Prairie and Minnetonka, Minn.

Learn more about MNSHARP Construction on the Minnesota Department of Labor and Industry's website at www.dli.mn.gov/Wsc/MnsharpConstruction.asp.

www.dli.mn.gov/Wsc/MnsharpConstruction.asp

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 I am a residential roofer. Do slide guards and roof jacks qualify as fall protection?

A By themselves, no. The Duty to Have Fall Protection standard, 1926.501, specifies that one of three methods may be used: a guardrail system, a safety-net system or a personal fall-arrest system. Slide guards and roof jacks may be used in conjunction with one of these three methods, but not as the sole means of controlling falls from six feet or above.

Q Who is qualified to conduct training about fall protection?

A The trainer must be a competent person with knowledge in the following areas:

- the nature of the fall hazards on site;
- the correct procedures for erecting, maintaining, disassembling and inspecting the fall-protection systems to be used;
- the use and operation of guardrail systems, personal fall-arrest systems, safety-net systems, warning-line systems, safety-monitoring systems, controlled-access zones and other protection to be used;
- the role of each employee in the safety-monitoring system when this system is used;
- the limitations on the use of mechanical equipment during the performance of roofing work on low-sloped roofs;
- the correct procedures for the handling and storage of equipment and materials and the erection of overhead protection;
- the role of employees in fall-protection plans; and
- the standards contained in subpart M.



Q What makes someone a “competent person”?

A Within 1926.32(f) a “competent person” is defined as “one who is capable of identifying existing and predictable hazards in the surroundings or working conditions which are unsanitary, hazardous or dangerous to employees, and who has authorization to take prompt corrective measures to eliminate them.” Competency is based on training and experience, plus the authority to take action if necessary to abate a hazard and protect employees until the hazard is abated.

Q I don't like the smell of paint fumes coming from the spray room next to my workstation. I'd like to wear one those disposable dust masks, but my boss won't give me one. Why?

A Your employer is not required to provide you with a respirator if you are not overexposed to hazardous substances. There are several reasons why your employer may not want to provide you with a filtering facepiece respirator, which is another name for a dust mask. Most dust masks only filter out dusts, mists and metal fumes, and do not protect against organic vapors, such as paint solvents. You could still smell the paint fumes through the mask. Your employer must then also supply you with the information contained in Appendix D of the respiratory protection standard, Information for Employees Using Respirators When Not Required Under the Standard. If you would use a different type of respirator, your employer would also be required to create a written respiratory program explaining how he or she would determine if you and your coworkers are medically able to use respirators and how respirators will be maintained in a sanitary condition, and then implement the program.

Q Where can I get 10- or 30-hour OSHA training? Does Minnesota OSHA provide this training?

A Minnesota OSHA does not offer either the OSHA 500 or 501 classes. The Minnesota Safety Council periodically offers the courses as part of its regular course offerings. Many of the state community and technical colleges conduct these courses on a regular basis, usually through continuing education or customized training programs. Some trade associations, such as the Associated General Contractors of Minnesota and the Minnesota/North Dakota Chapter of the Associated Builders and Contractors, offer the OSHA 500 course. The construction trade unions periodically offer the 500 classes as well, but they are usually only open to members.

Q On the application for a safety hazard abatement grant, question H asks about the "return on investment" for the project. What does that mean?

A Return on investment (ROI) takes into consideration the anticipated injuries that would be avoided, along with associated costs, versus the cost of the project. This includes the injury cost savings anticipated annually or over time by implementing the project and the length of time it will take to recoup the cost of the project. An applicant can use an average cost of anticipated injury or use a specific injury case if one exists and the anticipated incidence of injury that could be expected (whether industrywide average or specific to the facility's experience) to support the ROI.

For assistance with the safety hazard abatement grant application, contact Minnesota OSHA Workplace Safety Consultation at (651) 284-5060 or osha.consultation@state.mn.us. For more information about the program, visit www.dli.mn.gov/Wsc/Grants.asp.

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.

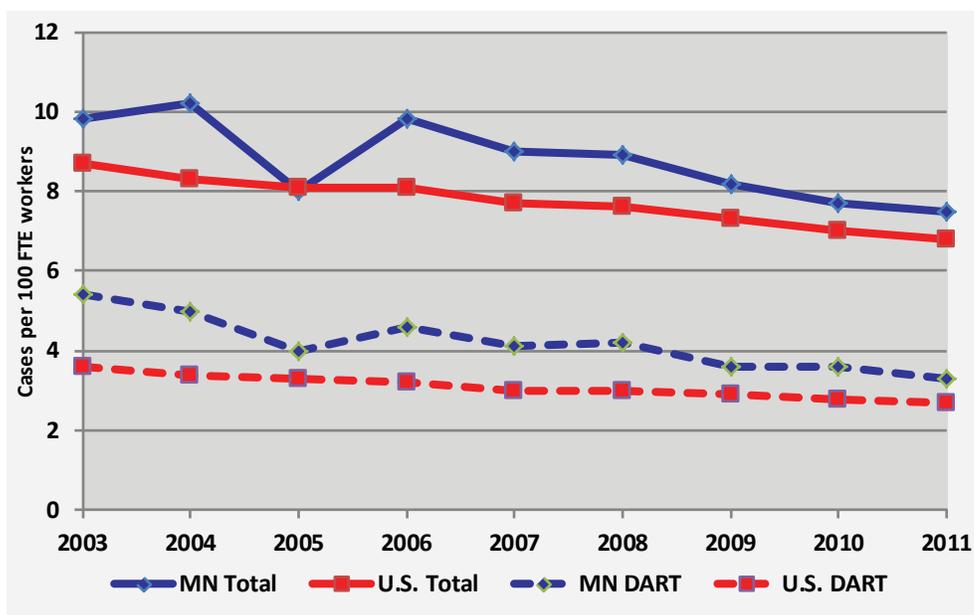
Estimates from the Bureau of Labor Statistics annual Survey of Occupational Injuries and illnesses for 2011 shows that privately owned hospitals and nursing homes experienced statistically significant decreases in measures of case counts and rates of work-related injuries and illnesses.

The estimated number of total recordable cases in privately owned hospitals (North American Industry Classification System (NAICS) 622000) decreased by 190 (all figures rounded to nearest 10), from 5,600 to 5,410, a 3 percent decrease. Although the estimated number of hours worked in hospitals decreased by 1 percent, the total estimated case rate also decreased by 3 percent, from 7.7 cases per 100 full-time-equivalent (FTE) workers in 2010 to 7.5 per 100 FTE workers in 2011.

The 2011 rate for cases with one or more days away from work (DAFW) decreased by 9 percent and the rate for cases with one or more days of job transfer or restriction (DJTR) (and no days away from work) decreased by 8 percent compared to 2010. There was a significant, 5 percent, increase in the estimated rate of other recordable cases. There were similar changes in the numbers of cases. This pattern of changes suggests that some of the decreases in the DAFW and DJTR cases may be due to a shift to other recordable cases through workplace efforts to reduce lost workdays.

Figure 1 shows the trends in total cases and DART cases (DAFW and DJTR combined) for privately owned hospitals in Minnesota and the United States from 2003 through 2011. The total case rates and DART rates have been trending downward for both Minnesota and the U.S. since 2006, with Minnesota's rates keeping slightly above the U.S. rates.

Figure 1. Total recordable case rates and DART rates, privately owned hospitals, Minnesota and United States, 2003-2011



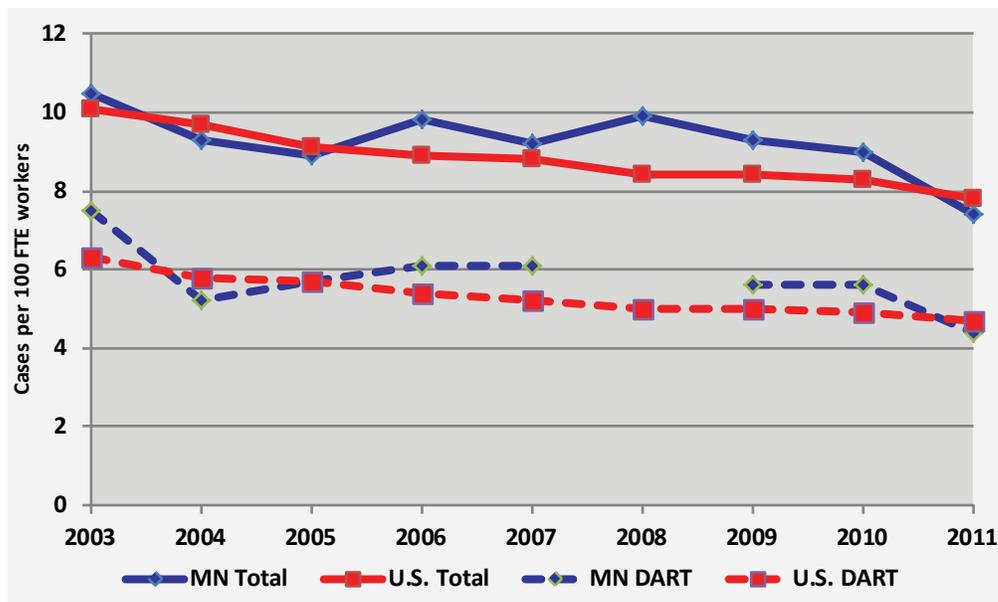
The estimated number of total recordable cases in privately owned nursing homes (NAICS 623100) showed a drop of 520 cases from 2010 to 2011, from 3,350 cases to 2,830 cases, a 16 percent decrease. Along with a 4 percent decrease in total hours worked, this resulted in a 12 percent decrease in the estimated total case rate, from 10.6 cases per 100 FTE in 2010 to 9.3 cases per 100 FTE in 2011. The other statistically significant change was in the number and rate of DAFW cases, which showed a 26 percent drop in the estimated

case count and a 23 percent decrease in the DAFW rate, from 3.1 cases per 100 FTE in 2010 to 2.4 cases per 100 FTE in 2011. Although not statistically significant, the rates for both DJTR and other recordable cases also decreased.

Figure 2 shows the trends in total cases and DART cases for privately owned nursing homes and residential care facilities (NAICS 623000) in Minnesota and the United States from 2003 through 2011. While the values for Minnesota's trends remained above the U.S. estimates from 2006 through 2010, Minnesota's estimates dropped below their corresponding U.S.

estimates in 2011. (Rates specific to nursing homes (NAICS 623110) are only available in Minnesota since 2008, and the 2008 estimates appear to be an anomaly.)

Figure 2. Total recordable case rates and DART rates, private-sector nursing homes and resident care facilities, Minnesota and United States, 2003-2011



How to report a workplace *accident*

Reporting to OSHA

Employers are required by law to report occupational accidents – in which an employee is killed or three or more are hospitalized – to OSHA **within eight hours**.

- **During business hours** – 8 a.m. to 4:30 p.m., Monday through Friday – contact Minnesota OSHA Compliance by phone at (651) 284-5050 or 1-877-470-6742 or by email at osha.compliance@state.mn.us.
- **After business hours** call the federal OSHA 24-hour toll-free phone number at 1-800-321-6742.

For more information about Minnesota OSHA, visit www.dli.mn.gov/MnOsha.asp.

Reporting for workers' compensation

Employers are required to report a workers' compensation claim to their insurer whenever anyone believes a work-related injury or illness that requires medical care or lost time from work has occurred. If the claimed injury wholly or partially incapacitates the employee for more than three calendar-days, the claim must be made on the First Report of Injury (FROI) form – www.dli.mn.gov/WC/Wcforms.asp – and reported to the insurer within 10 days.

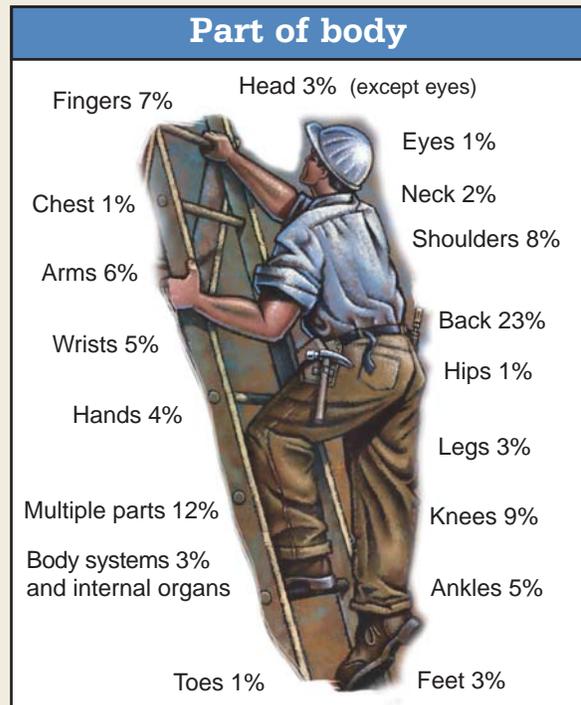
- **If the claim involves death or serious injury**, the employer must notify the Department of Labor and Industry and their insurer within 48 hours of the occurrence. The claim may be reported to the Department of Labor and Industry by phone at (651) 284-5041, fax at (651) 284-5731 or personal notice. The initial notice must be followed by the filing of the FROI form within seven days of the occurrence.

Updated brochure available: **Workers' compensation claim characteristics**

The Department of Labor and Industry's Research and Statistics unit has updated its annual Minnesota workers' compensation claims characteristics brochure.

The brochure provides statistics at a glance about injury, illness and fatality claims for 2011, such as the number of claims, nature of injury or disease, occupation of injured workers and other injured worker characteristics. The brochure also provides resources for further workers' compensation statistical information.

The brochure is available online at www.dli.mn.gov/RS/ClaimCharac.asp. For more information, contact the Research and Statistics unit at dli.research@state.mn.us or (651) 284-5025.



Career opportunities with Minnesota OSHA

Minnesota OSHA Compliance investigators conduct on-site field inspections to identify hazards in a variety of industries, such as manufacturing, warehousing and public-sector entities. Investigators also provide their expertise – through training and presentations – to new staff members and to outside stakeholders.

Working as an occupational safety and health investigator can be a very rewarding job. Minnesota's economy has always had a great variety of industries and its business leaders have often been at the forefront of new technology. Keeping up with new developments is challenging and exciting.

Becoming a Minnesota OSHA Compliance investigator has many advantages:

- internships available with opportunity to complete project degree requirements;
- preparation for CSP or CIH certification;
- continuing education and training;
- 40-hour work weeks with flexible schedules;
- medical, dental and life insurance benefits; and
- excellent resume-building opportunities.



Learn more about Minnesota OSHA at www.dli.mn.gov/MnOsha.asp. To speak to a MNOSHA supervisor about job opportunities call (651) 284-5050 or 1-877-470-6742.