

2024

OSHSPA REPORT



GRASSROOTS WORKER PROTECTION

State Plan activities
of the Occupational
Safety and Health
State Plan Association



2024

OSHSPA REPORT



[OSHSPA.ORG](https://oshspa.org) / [OSHA.GOV](https://osha.gov)





April 7, 2025

Dear State Plan Partners:

Thank you for the opportunity to acknowledge the significant accomplishments of the Occupational Safety and Health Administration's (OSHA) State Plan partners as highlighted within the Occupational Safety and Health State Plan Association's (OSHSPA) 2024 edition of *Grassroots Worker Protection*. These reports have historically documented the many contributions of State Plans to protect America's working men and women, as well as showcased the creativities that State Plans employ to make America's workplaces safer and more healthful.

OSHA commends the State Plans for their steadfast dedication to strong worker protection and innovative programs. Your commitment to safety and health and reduction of injuries and fatalities not only saves lives but also saves employers money and increases productivity.

I look forward to our continuing collaboration to ensure that workers come home from work safe at the end of the day.

Sincerely,

Amanda Wood Laihow
Acting Assistant Secretary

VICE CHAIR

Renee Stapleton

Oregon Department of
Consumer and Business Services
350 Winter Street NE
Salem, OR 97301

renee.m.stapleton@dcbs.oregon.gov
971-719-6708

TREASURER

James Krueger

Minnesota Department of
Labor and Industry
443 Lafayette Road North
St. Paul, MN 55155

jim.krueger@state.mn.us
651-284-5462

PAST CHAIR

Chuck Stribling

Kentucky Education and
Labor Cabinet
Mayo-Underwood Building
500 Mero Street, 3rd Floor
Frankfort, KY 40601

chuck.stribling@ky.gov
502-564-3289

DIRECTORS

Michelle Ellison, Indiana

Steve Greeley, Maine

Mischelle Vanreusel, Maryland

Bob Genoway, New Mexico

OSHSPA CONTACT

517-284-7772





Our critical mission, in partnership with OSHA, to assure safe and healthful conditions for all working people is paramount.

I am honored to conclude my two-year term as chair of the Occupational Safety and Health State Plan Association, which represents 29 state plans dedicated to protecting the safety and health of workers across the country. It has been a privilege to serve alongside leaders who share a deep commitment to ensuring that every worker — regardless of industry or location — has the right to a safe and healthy workplace.

Since its inception under the Occupational Safety and Health Act of 1970, the state plan program has empowered states and territories to develop and enforce their own safety and health standards. Together with Federal OSHA, state plans have created a stronger, more responsive system that reflects the unique needs of workers and employers within each jurisdiction. While each plan may differ in size or structure, we are united in purpose and impact.

The OSHSPA Grassroots Worker Protection Report continues to showcase the outstanding work and accomplishments of state plans nationwide. It is a testament to the dedication, expertise, and tireless effort of OSHSPA members and their teams. As I wrap up my service as chair, I remain confident in the strength of our shared mission and the future of our collaborative work.

Thank you to my fellow members for your trust, support, and continued commitment to worker safety and health.

Sincerely,

A handwritten signature in blue ink that reads "Barton G. Pickelman".

Barton G. Pickelman, CIH
OSHSPA Chair

CONTENTS





| | | | |
|---------------------------|---------------------------|----------------------------|----------------|
| <u>10</u> | States at a Glance | <u>62</u> | Michigan |
| <u>12</u> | States Protecting Workers | <u>70</u> | Minnesota |
| | | <u>76</u> | Nevada |
| <u>14</u> | Numbers at a Glance | <u>82</u> | New Jersey |
| | | <u>86</u> | New Mexico |
| <u>16</u> | Alaska | <u>92</u> | New York |
| <u>22</u> | California | <u>102</u> | North Carolina |
| <u>30</u> | Connecticut | <u>116</u> | Oregon |
| <u>34</u> | Hawaii | <u>126</u> | South Carolina |
| <u>38</u> | Illinois | <u>134</u> | Tennessee |
| <u>40</u> | Iowa | <u>138</u> | Utah |
| <u>44</u> | Indiana | <u>142</u> | Vermont |
| <u>46</u> | Kentucky | <u>146</u> | Virginia |
| <u>52</u> | Maine | <u>150</u> | Washington |
| <u>54</u> | Maryland | <u>166</u> | Wyoming |
| <u>58</u> | Massachusetts | | |

OSHSPA STATES AT A GLANCE

| STATE | INITIAL APPROVAL | CERTIFIED | 18(e) FINAL APPROVAL |
|----------------|------------------|------------|----------------------|
| Alaska | 08/10/1973 | 09/13/1977 | 09/28/1984 |
| Arizona | 11/05/1974 | 09/18/1981 | 06/20/1985 |
| California | 05/01/1973 | 08/19/1977 | |
| Connecticut | 11/03/1978 | 08/21/1986 | N/A |
| Hawaii | 01/04/1974 | 05/09/1978 | |
| Illinois | 09/01/2009 | | N/A |
| Indiana | 03/06/1974 | 10/06/1981 | 09/26/1986 |
| Iowa | 07/20/1973 | 09/14/1976 | 07/02/1985 |
| Kentucky | 07/31/1973 | 02/08/1980 | 06/13/1985 |
| Maine | 08/05/2015 | 03/21/2023 | N/A |
| Maryland | 07/05/1973 | 02/15/1980 | 07/18/1985 |
| Massachusetts | 08/18/2022 | | |
| Michigan | 10/03/1973 | 01/16/1981 | |
| Minnesota | 06/08/1973 | 09/28/1976 | 07/30/1985 |
| Nevada | 01/04/1974 | 08/25/1981 | 04/18/2000 |
| New Jersey | 01/11/2001 | 01/22/2016 | N/A |
| New Mexico | 12/10/1975 | 12/17/1984 | |
| New York | 06/01/1984 | 08/16/2006 | N/A |
| North Carolina | 02/01/1973 | 10/05/1976 | 12/18/1996 |
| Oregon | 12/28/1972 | 09/24/1982 | 05/12/2005 |
| Puerto Rico | 08/30/1977 | 09/07/1982 | |
| South Carolina | 12/06/1972 | 08/03/1976 | 12/18/1987 |
| Tennessee | 07/05/1973 | 05/16/1978 | 07/22/1985 |
| Utah | 01/10/1973 | 11/19/1976 | 07/16/1985 |
| Vermont | 10/16/1973 | 03/04/1977 | |
| Virgin Islands | 07/23/2003 | | N/A(5) |
| Virginia | 09/28/1976 | 08/21/1984 | 11/30/1988 |
| Washington | 01/26/1973 | 02/09/1982 | |
| Wyoming | 05/03/1974 | 12/30/1980 | 06/27/1985 |

| 21(d) CONSULTATION AGREEMENT | DIFFERENT STANDARDS | ON-SITE MARITIME COVERAGE |
|------------------------------------------------------|---------------------|---------------------------|
| X | X | X |
| X | X | X |
| 7/12/90 Amended 6/9/00; new agreement 4/30/14 | Yes | Yes |
| X | X | X |
| 2/14/14 Amended 9/24/15; new agreement 04/13/2017 | Yes | X |
| X | X | X |
| X | X | X |
| X | X | X |
| | X | X |
| X | X | X |
| X | X | X |
| X | X | X |
| 6/9/00 Amended 10/12/11 and 01/23/2017 | Yes | X |
| X Amended 1/17/97 and 6/9/00 | Yes | X |
| X | X | X |
| X | Yes | X |
| 9/24/97 Amended 6/9/00 and 6/29/06 | X | X |
| X | X | X |
| X Amended 6/9/00 and 10/19/00 | X | X |
| X Amended 1/18/06, 6/29/06(7), and 8/30/23(8) | Yes | X |
| 6/11/82 Amended 6/9/00 | X | X |
| X Amended 01/19/1997 and 6/9/00 | X | X |
| X | X | X |
| X Amended 1/17/97, 6/9/00, and 6/29/06 | X | X |
| 5/12/75 Amended 6/9/00 | X | X |
| X | X | X |
| X Amended 6/9/00 and 6/29/06 | X | X |
| 9/25/75 Amended 6/9/00 and 4/19/04 | Yes | Yes |
| X Amended 1/17/97, 6/9/00, and 6/29/06 | X | X |





OSHSPA STATES PROTECTING WORKERS

The Occupational Safety and Health State Plan Association (OSHSPA) represents 29 states and territories with OSHA-approved state plans. These plans allow states to develop and enforce their own workplace safety and health regulations under the Occupational Safety and Health Act of 1970.

OSHSPA serves as the vital link between state plans, Federal OSHA and Congress. Representatives meet regularly to exchange information, address shared challenges and testify before congressional committees on key workplace safety and health issues. Federal OSHA approves and monitors each state plan, funding up to 50% of their operating costs. To remain in effect, state plans must be at least as effective as Federal OSHA in protecting workers.

Collectively, state plans impact the safety of more than 64 million workers across the country. In addition to enforcement, state plans offer free consultative services, education and technical assistance to help employers create safer workplaces.

Unlike the federal law, which does not cover public-sector workers, state plans provide equal protection to both public and private-sector employees. This is especially important in hazardous occupations such as firefighting, emergency response, corrections, law enforcement, public health care and transportation — all commonly found in the public sector.

Note: Arizona, Puerto Rico and Virgin Islands did not provide a report.

NUMBERS AT A GLANCE

STATE PLAN INSPECTION DATA

| | |
|--------------|---------------|
| Safety | 27,418 |
| Health | 9,421 |
| Total | 36,839 |

INSPECTIONS BY TYPE

| | |
|--------------------------------------------------------------------------------|---------------|
| Programmed/Scheduled | 14,309 |
| Complaint | 10,449 |
| Referral | 3,825 |
| Fatality/Catastrophe | 824 |
| Follow-up | 1,120 |
| Other (<i>total inspections minus total inspections in categories above</i>) | 6,312 |
| Total | 36,839 |

INSPECTION DATA

| | |
|-----------------------------------|--------|
| Total inspections with violations | 23,836 |
|-----------------------------------|--------|

VIOLATIONS PER INSPECTION WITH VIOLATIONS CITED

| | |
|-------------------------------------------|--------|
| Total number of S/W/R violations | 36,961 |
| Average S/W/R violations per inspection | 1.00 |
| Total number of OTS violations | 35,266 |
| Average OTS violations per inspection | 0.96 |
| Percent of inspections with no violations | 33.62% |

PENALTIES

| | |
|-------------------------------------------------|------------------|
| Total current penalties | \$139,531,215.08 |
| Average current penalty per serious violation | \$2,941.54 |
| Total number of contested cases | 4,224 |
| Percent of inspections with citations contested | 17.72% |

(contested cases divided by total number of inspections with violations)

CONSULTATION ON-SITE VISITS (STATE PLANS ONLY)

| | |
|------------------------------|---------------|
| Consultation 21(d) initial | 7,682 |
| Consultation 23 (g) initial | 2,065 |
| Consultation 21(d) training | 323 |
| Consultation 23 (g) training | 0 |
| Consultation 21(d) follow-up | 394 |
| Consultation 23(g) follow-up | 79 |
| Total | 10,543 |

Source: OSHA Office of Small Business Assistance

CONSULTATION ON-SITE DATA (STATE PLANS ONLY)

| | |
|--------------------------------------------------------|--------|
| Total serious hazards identified | 35,157 |
| Average number of serious hazards identified per visit | 3.6 |

Source: OSHA Office of Small Business Assistance

FEDERAL OSHA BUDGET

| | |
|---------------------------------------------------|---------------|
| Federal OSHA Budget* | \$449,149,000 |
| State Plans 23(g) - federal 50% share | \$115,673,000 |
| State Plans 21(d) - federal 90% share (27 states) | \$32,559,800 |
| Total Federal OSHA appropriation | \$632,309,000 |

*This Federal OSHA budget number includes the remainder of the consultation grants and Susan Harwood grants.

FUNDING BY STATE PLANS

| | |
|----------------------------------------------|----------------------|
| State Plans 23(g) 50% match ** | \$115,473,000 |
| State Plans additional 100% funding | \$161,413,851 |
| State Plans 21(d) contribution - 10% funding | \$3,617,756 |
| Total | \$280,504,607 |

**Effective July 1, 2003, the required match for Virgin Islands is waived up to \$200,000.

EMPLOYERS UNDER STATE PLAN JURISDICTION

| | |
|--------------|------------------|
| Private | 5,039,739 |
| Public | 142,224 |
| Total | 5,181,963 |

Source: BLS 2023 Quarterly Census of Employment and Wages

EMPLOYEES UNDER STATE PLAN JURISDICTION

| | |
|--------------|-------------------|
| Private | 54,831,338 |
| Public | 11,342,135 |
| Total | 66,173,473 |

Source: BLS 2023 Quarterly Census of Employment and Wages

ALLOCATED STATE PLAN POSITIONS

| | |
|----------------------------------------------|----------|
| Total Compliance Inspectors | 1,354.55 |
| Safety 23(g) | 940.8 |
| Health 23(g) | 413.75 |
| Total Consultants (21(d) and 23(g) combined) | 242.72 |
| Safety 21(d) - State Plan only | 111.31 |
| Safety 23(g) | 33.02 |
| Health 21(d) - State Plan only | 74.51 |
| Health 23(g)v | 23.88 |

MISSION STATEMENT

The mission of Alaska Occupational Safety and Health (AKOSH) is to work in partnership with Alaskan employers and workers toward eliminating workplace injuries, illnesses and deaths and to assist employers in complying with state and federal regulations relating to occupational safety and health. AKOSH achieves this mission through enforcement of applicable laws and regulations, inspections, consultation services, education, promotion, partnerships and cooperative programs. By utilizing compliance and cooperation, AKOSH accomplishes these tasks, helping to save lives, improving the quality of life for Alaska's workers and contributes to the economic vitality of the State of Alaska.

AKOSH's mission supports the goals of the Alaska Department of Labor and Workforce Development: to ensure safe, legal working conditions and to advance employment opportunities.

ACCOMPLISHMENTS

AKOSH Enforcement's team of three industrial hygienists and six safety officers conducted 360 inspections in FY24, resulting in over \$5.5 million in initial citation penalties, including \$1.7 million in willful penalty citations. Enforcement officers covered Alaska's 665,000 square miles, conducting inspections from as far north as Prudhoe Bay to western coastal villages, Dutch Harbor on the Aleutian Islands and throughout the southeastern panhandle. Many of these areas are accessible only by small aircraft, helicopter, watercraft or, at times, all-terrain vehicles.

SIGNATURE PROJECTS

AKOSH's Diversionary Program was a success in 2024. Thirty-seven qualifying employers participated and received an 87% reduction in monetary penalties. Follow-up consultation and training visits led to the abatement of 310 additional hazards for 29 employers. Eight employers did not meet their obligations and had their full penalties reinstated.

AKOSH also commissioned challenge coins to recognize employees who go above and beyond to support safety in the field.

In September 2024, AKOSH celebrated its 40th anniversary.

HIGH-PROFILE CASES

AKOSH conducted a lengthy, multi-employer fatality investigation, resulting in citations totaling more than \$1.7 million in willful and serious penalties.

AKOSH responded to a complaint involving the Department of Transportation (DOT) that led to 36 on-site inspections, 91 citations and approximately \$936,000 in penalties. Throughout the inspection process and subsequent informal conferences, AKOSH successfully engaged with DOT leadership, guiding them to enhance their safety program management and participation throughout Alaska.

EMPHASIS PROGRAMS

AKOSH launched a Local Emphasis Program (LEP) focused on workplace violence. Targeted industries included retail, healthcare, education, transit, food service, social service and correctional institutions. The LEP generated significant levels of public engagement with the Consultation and Training team.

AKOSH updated its health care LEP to focus on assisted living homes, which generated significant public interest.

OUTREACH AND COMMUNICATION

Enforcement

AKOSH Enforcement provided compliance assistance and outreach to various industries and law enforcement agencies, fostering collaboration through training and education.

HIGHLIGHTS FROM FY24

- AKOSH Whistleblower Investigator training for 125 attorneys at the Alaska Bar Association.
- Presentations at the State of Alaska Fire and Building Officials Forum.
- Speaking engagements at the 2024 Governor's Safety and Health Conference.
- Participation in town hall meetings with firefighters' associations on the updated Emergency Responder standard.
- Guidance to the Shoreside Seafood Processors Association on improving safety for their membership across Alaska.
- Career presentations for occupational health students at Alaska Pacific University.

CONSULTATION

John “Mitch” Wallace was appointed Chief of AKOSH’s Consultation and Training section. A lifelong Alaskan with a background in fabrication, welding, warehousing and masonry, Mitch is an experienced safety consultant, safety and Health Achievement Recognition Program (SHARP) Coordinator and an authorized OSHA 10 and 30-hour trainer for both General Industry and Construction. He is currently pursuing a degree in occupational safety and health at the University of Alaska Anchorage.



John “Mitch” Wallace, Chief of AKOSH’s Consultation and Training section

Mitch’s educational background includes studies at the University of Louisiana-Lafayette and Columbia Basin Community College. One of his most memorable professional experiences was working in Southern Mississippi as part of the disaster relief efforts following Hurricane Katrina — an experience that shaped his approach to safety and deepened his commitment to helping others during critical times.

With his extensive experience and dedication to workplace safety, Mitch is well-positioned to lead AKOSH’s Consultation and Training section by providing high-quality consultative services to small businesses across Alaska.

AKOSH CONSULTATION SECTION ACHIEVES PROGRAMMATIC GOALS

In FY24, the AKOSH Consultation section successfully met all of its programmatic goals. Consultants conducted 408 private and public sector site visits — 264 safety and 144 health — and identified 1,622 hazards, including 738 serious hazards. Consultants reached 8,336 participants with on-site training, reflecting AKOSH’s ongoing commitment to improving workplace safety and health across Alaska.

AKOSH: EXPANDING WORKPLACE SAFETY ACROSS ALASKA

AKOSH Consultation and Training (C&T) has made significant strides over the past year in promoting workplace safety and health across the state. From presentations at industry conferences to hands-on training sessions, AKOSH has been a driving force in ensuring safer workplaces for Alaskan businesses and employees.

CONNECTING WITH COMMUNITIES

AKOSH C&T consultants engaged with businesses and workers through targeted outreach efforts.

First Quarter: Establishing Strong Community Ties

AKOSH Consultation staff participated in the VPP renewal audit for ConocoPhillips from Oct. 2–6, 2023, followed by the VPP renewal

ceremony for Insulfoam, marking its fifth renewal. Consultants conducted targeted outreach by presenting at the Chugiak-Eagle River Chamber of Commerce and delivering virtual workplace violence prevention training to 63 new assisted living providers in November. AKOSH also shared insights on a federal OSHA success story, attended the Alaska Dental Action Coalition meeting and participated in the AGC Safety Conference. In December, outreach expanded through radio, with an AKOSH consultant appearing on the Greater Ketchikan Chamber of Commerce's Business Matters Monday to promote free consultation services.

Second Quarter: Strengthening Industry Engagement

In January 2024, AKOSH raised public awareness through an article titled "Reducing Carbon Monoxide Risks in Cold Weather," featured in TRENDS Magazine. That same month, the Chief of C&T presented a proposed executive order to the ASAC committee. February initiatives included bloodborne pathogen training at Alaska Med Spa and the release of a new promotional calendar featuring photos from local businesses. The month also brought updates to the Consultation and Policies Procedures Manual.

In March, AKOSH leadership collaborated with university researchers studying consultation in construction and presented on effective leadership at the Alaska Commercial Company Conference.

Third Quarter: Expanding Safety Training Efforts

In April, AKOSH participated in the Alaska Governor's Safety and Health Conference through interactive booths and presentations. The agency also hosted workplace violence prevention webinars for 53 attendees and joined the Alaska Municipal League Joint Insurance Association, Inc. (AMLJIA) Public Entity Risk Management Seminar. Additionally, AKOSH supported the VPP reverification for Matanuska Electric Association's Eklutna Generation Station.

May and June efforts focused on workforce development. AKOSH staff attended the ABC Safety Conference, took part in the Northwest Region 10 VPP conference and delivered OSHA 10-hour safety training for construction students from the University of Alaska Anchorage and the Department of Natural Resources. A new policy (PD-24-05) was introduced, offering inspection deferrals to employers participating in recognition programs.

By late June, AKOSH collaborated with Federal OSHA to develop a Seafood Processing Training tailored to industry-specific hazards.

Fourth Quarter: Enhancing Programs and Partnerships

In July, AKOSH launched a revised Construction Health and Safety Excellence Program that now offers inspection deferrals to encourage greater employer participation. Consultants also supported North Pacific Seafoods with a variance request related to employee housing and provided technical assistance to a cultural heritage site in coordination with the OSHA Health Response Team.

In August, AKOSH conducted workplace violence training for the Southern Region EMS Council and participated in the American General Contractors (AGC) Safety Fair. Staff also attended the Voluntary Protection Programs Participants' Association (VPPPA) National Conference in Denver.

September activities included delivering OSHA Process Safety Management training at Trident, providing hazard communication training to 30 attendees, and conducting AKOSH's first OSHA 10-hour training for Fairbanks North Star Borough. The quarter concluded with a recorded presentation for the Northwest Small Business Transportation Resource Center.

MAJOR MILESTONES AND ACHIEVEMENTS

AKOSH C&T has made significant progress in workplace safety, from VPP renewal audits and SHARP program support to expanding industry-specific training. AKOSH continues to elevate workplace safety across Alaska through leadership, engagement, innovative policies and a strong media presence.

AKOSH remains committed to empowering businesses with the knowledge and resources needed to create safer work environments, ensuring a lasting impact on Alaska's workforce.

PARTNER SPOTLIGHT

Dawson Construction

Dawson Construction, a 90-employee full-service general contractor in Alaska and Northwest Washington is renowned for their professionalism, proactive approach and commitment to delivering exceptional value. Dawson's Corporate Safety Manager Brian Murphy reinforces that safety comes first — above schedule, cost or circumstances. The company's mission is to ensure every worker returns home safely and every incident is preventable.

Dawson Construction has partnered with AKOSH for over a decade and joined the CHASE program in 2020, demonstrating its industry-leading commitment to health and safety.

A standout achievement occurred in February 2024 when AKOSH conducted training on silica, fall protection and excavation safety to Dawson crews in Juneau, Ketchikan and Metlakatla. The interactive training was praised by employees and leadership alike, reinforcing Dawson's dedication to learning and improvement.

They routinely invite AKOSH consultants to their sites to maintain transparency, accountability and continual improvement — setting an example for subcontractors across Alaska. Common hazards found and addressed during site visits include inadequate eyewash stations, damaged extension cords and daisy-chained cords. Dawson responded swiftly, implementing self-contained eyewash stations, discarding unsafe cords and deploying additional spider boxes to eliminate hazards.

Since the first consultation visit, Dawson has strengthened its safety culture by requiring site-specific safety plans and holding weekly safety meetings, while also encouraging subcontractors to engage with AKOSH. Its proactive stance enhances awareness across job sites and industries.

Through its ongoing collaboration with AKOSH, Dawson Construction continues to raise the bar for safety, proving that excellence in construction begins with a foundation built on leadership, predictability and an unwavering commitment to worker well-being.



MISSION STATEMENT

The Division of Occupational Safety and Health (DOSH), also known as Cal/OSHA, protects and improves workplace safety and health for California's workers. Through enforcement, outreach and compliance assistance, Cal/OSHA works to correct unsafe conditions, respond to complaints and provide proactive assistance to prevent workplace incidents. As the largest state OSHA plan in the nation, Cal/OSHA consistently exceeds inspection goals to protect millions of workers.

ENFORCEMENT

Cal/OSHA's field enforcement efforts are a cornerstone of its mission to protect workers across all industries. In FY24, the division conducted 6,508 inspections, exceeding its goal of 5,850 by more than 11%. Of these, 6,192 were in the private sector and 316 in the public sector. Cal/OSHA issued more than 13,000 violations, totaling in over \$35 million in initial penalties. These included 2,671 serious, 14 willful, 117 repeat and five failure-to-abate citations.

SIGNATURE INITIATIVES

Translation App helping connect Cal/OSHA with workers

Cal/OSHA implemented several significant initiatives aimed at addressing persistent hazards and improving communication and outreach with vulnerable worker populations.

In FY24, Cal/OSHA launched a pilot program using a real-time interpretation app to improve communication with California's multilingual workforce. Supporting more than 200 languages and dialects, the app enables field inspectors to engage directly with non-English-speaking workers, particularly in industries such as agriculture where language barriers are common.

The app provides live, on-screen translations as users speak into their devices. Cal/OSHA-specific technical terms were integrated to improve accuracy and clarity, allowing inspectors to effectively convey workplace rights, hazards and safety regulations without relying on third-party interpretation.

This initiative represents a significant step toward expanding access to critical workplace safety and health information for all workers, regardless of language or background.

Addressing outdoor heat hazards remains central to Cal/OSHA's enforcement and outreach efforts. In FY24, the Division conducted more than 300 proactive high-heat inspections, targeting agriculture, construction and other outdoor work settings. Over 51,000 heat illness prevention materials were distributed, emphasizing strategies to manage heat-related risks.

A new indoor heat regulation, Title 8 Section 3396, took effect July 23, 2024. It requires workplaces where indoor temperatures reach 82 degrees to implement heat illness prevention measures. Cal/OSHA trained enforcement staff and provided updated compliance resources to employers and workers. The regulation expands Cal/OSHA's approach to address heat hazards across more industries.

Cal/OSHA also leveraged its Heat Illness Prevention Network, which includes more than 340 public and private organizations. Outreach efforts included 16 billboards, 103 lunch trucks and multilingual advertisements in English, Spanish, Mixtec and Punjabi to reach high-risk communities statewide.

Cal/OSHA's leadership in heat illness prevention is closely followed by other states and federal agencies. These programs show how proactive enforcement and education can improve workplace safety and help employers manage heat-related risks.

Adoption of Emergency Temporary Standard on Respirable Crystalline Silica

In Dec. 2023, Cal/OSHA adopted an emergency temporary standard under Title 8 Section 5204 to address respirable crystalline silica (RCS) hazards for general industry workers. The standard introduces enhanced protections for workers performing high-exposure tasks

involving artificial and natural stone, especially in countertop manufacturing. It also includes important revisions to protect workers engaged in high exposure trigger tasks such as cutting, grinding, polishing, clean-up, etc., of materials containing more than 10% crystalline silica.

In FY24, Cal/OSHA conducted 72 silica-related inspections and issued 29 Orders Prohibiting Use to address unsafe practices. These regulations reinforce the Division's commitment to mitigating severe and preventable occupational illnesses. Outreach and enforcement efforts will continue to focus on protecting workers in this critical area.

Expanded Focus on Workplace Violence

Cal/OSHA took significant steps by implementing new workplace violence prevention requirements under Senate Bill 553, which amended Labor Code Section 6401.7 and added Section 6401.9. Effective July 1, 2024, the provisions extend protections beyond health care to general industry.

To support compliance, Cal/OSHA developed fact sheets, model plans and multilingual materials. Training sessions and webinars, such as [Navigating the New Workplace Violence Prevention Law](#), provided targeted education for employers and workers on hazard identification, mitigation and compliance.

Cal/OSHA's collaborative efforts with stakeholders have been instrumental in disseminating these resources and fostering awareness of workplace violence risks and prevention strategies. These initiatives underscore the Division's commitment to adapting its enforcement and outreach efforts to address emerging workplace safety challenges.

OUTREACH

Cal/OSHA advanced its mission of promoting a culture of safety and health through targeted outreach, education and collaboration across California's diverse industries. Partnerships with labor organizations, employer groups and community stakeholders have been instrumental in advancing this goal. Over the past five years, the Division has expanded its multilingual outreach materials and tailored safety resources to meet the needs of vulnerable populations.

In FY24, the Bilingual Community Engagement Unit conducted 289 outreach events in partnership with community organizations, unions and government agencies, reaching more than 81,650 workers, including significant outreach to multilingual worker populations.

The BCEU collaborated with the Mexican consulates, colleges and labor organizations to deliver critical safety information in multiple languages, such as Spanish, Mixteco, Cambodian, Hmong and Punjabi. Over 154,550 safety publications were distributed, covering topics including heat illness, wildfire smoke and worker rights addressing workplace safety topics such as heat illness prevention, wildfire smoke hazards and workers' rights.

Cal/OSHA also participated in Workers' Labor Rights Clinics, Oxnard Farmworker Caravans and Labor Rights Week. During these events, enforcement staff assisted workers with complaints and explained available protections.

A key initiative was the Labor Rights Caravan and Workplace Health and Safety Resource Fair in Ventura County, which reached agricultural workers directly at job sites in partnership with other state agencies and local organizations.



The Bilingual Community Engagement Unit at an outreach event.

These programs help strengthen compliance and promote prevention-based practices across industries, particularly for vulnerable worker populations.

REGULATORY UPDATES

Cal/OSHA advanced several rulemaking initiatives in FY24 to address emerging hazards:

- *Lead (Sections 1532.1, 5155, 5198):* Proposed amendments are needed to adequately protect employees who have occupational exposure to lead. Existing requirements are based on lead toxicity information and medical and epidemiological data that is now more than 40 years old. More recent evidence demonstrates that even at exposure levels well below those currently allowed by the existing regulations, harmful health effects can occur.
- *Heat Illness Prevention in Indoor Places of Employment (Section 3396):* While existing standards address some factors related to indoor heat, none specifically identify it as a hazard. The proposed standard adds targeted controls and training requirements

to reduce heat illness risks. It would require employers to provide drinking water, cool-down areas, acclimatization observation, training and timely emergency aid. In higher-risk situations, employers must implement assessment and control measures.

- *Fit Testing Procedures (Section 5144 Appendix A):* Federal OSHA approved two additional quantitative fit testing protocols for inclusion in Appendix A of the Respiratory Protection standard. These include:
 1. The modified ambient aerosol CNC protocol for full-facepiece and half-mask elastomeric respirators.
 2. The modified ambient aerosol CNC protocol for filtering facepiece respirators.

These protocols apply to employers in general industry, shipyard employment and construction. These protocols serve as alternatives to the four existing quantitative protocols listed in Appendix A.

- *Occupational Exposures to Respirable Crystalline Silica Non-Emergency (Section 5204):* Expands protections to the Title 8 silica regulations for general industry by adding protections related to engineering controls, work practices, medical surveillance, medical removal, communication, training, reporting and respiratory protection. The revisions aim to strengthen enforcement and reduce exposure-related illnesses.
- *Fall Protection in Residential Construction (Sections 1671.1, 1716.2, 1730 and 1731):* The proposed updates reduce trigger heights for fall protection in residential construction and roofing to six feet, aligning California's standard with federal OSHA. The proposal addresses new and amended residential framing and roofing definitions and reorganizes and clarifies the roofing standards with regard to roof slope and required fall protection. The proposal clarifies definitions, reorganizes roofing requirements based on roof slope and expands coverage to include custom homes, production housing, roofing and re-roofing operations.

CITATIONS

Cal/OSHA issued several significant citations during FY24 that demonstrate the Division's commitment to addressing serious workplace hazards and holding employers accountable through impactful enforcement. Notable cases included the following:

- **Fatal Construction Trench Collapse in San Francisco:** Cal/OSHA cited a construction company \$371,000 after a trench collapse killed a 24-year-old worker on Sept. 28, 2023 (Inspection #1700319). On Sept. 28, 2023, an employee was replacing sewer parts in an eight-foot trench at 1101 Oak Street when the excavation collapsed and buried the worker. Investigators found the employer failed to provide protective systems and a safe means of escape, such as a ladder.

Just weeks earlier, Cal/OSHA had cited the company for similar hazards at another site, where the violations were corrected. The employer did implement the same protections at the Oak Street site, resulting in a preventable tragedy.

The Division issued eight violations, including willful-serious citations for failing to inspect the trench for evidence of possible cave-ins prior to work and for failure to properly use protective systems. The case highlights the importance of trench safety and employer accountability in preventing fatal cave-ins.

- **Silica Exposure in Sun Valley:** Cal/OSHA cited nine employers for failing to protect workers from respirable crystalline silica exposure, issuing over \$168,000 in penalties. Violations included failing to use methods to effectively suppress dust and failing to provide their employees with full-face, tight-fitting power air purifying respirators. The inspections were part of ongoing efforts to combat rising cases of silicosis — a deadly lung disease caused by inhaling silica dust. Since 2019, California has confirmed 176 silicosis cases, including at least 13 deaths. Cal/OSHA also launched a bilingual public awareness campaign in conjunction with emergency silica regulations adopted in December 2023.





- **Outdoor Heat-Related Safety Violations at Dixon Farm:** Cal/OSHA cited a farm labor contractor \$17,550 for failing to implement high-heat procedures and train workers during a heat wave (Inspection #1755569). Employees were reportedly fired for leaving early due to the extreme temperatures. The investigation found the employer failed to implement high-heat procedures, provide heat illness training or follow its own acclimatization plan when temperatures exceeded 95 degrees, putting workers at serious risk of heat-related illness and injury.

The case highlights the importance of California's heat illness prevention standard as extreme temperatures become more frequent. The Labor Commissioner's Office is investigating retaliation claims, and the Agricultural Labor Relations Board is reviewing related unfair labor practice complaints. Cal/OSHA continues to prioritize heat safety enforcement to protect agricultural workers from preventable harm.

LITIGATION

Cal/OSHA's legal activity in FFY24 included defending enforcement actions and addressing significant challenges to regulatory authority. The following cases reflect the Division's continued commitment to upholding workplace safety and health laws and regulations.

S. C. Anderson (Inspection #1405107)

In a Jan. 30, 2024, decision, the Appeals Board upheld citations against S.C. Anderson after a subcontractor's employee fell through an inadequately covered roof opening. The Board found the employer was a controlling contractor with site authority and a duty to correct hazards. Evidence showed the employer stopped work after the incident, led the investigation, required corrective action, held weekly safety meetings and site inspections, and received safety concerns from other contractors. The Board also found that the employee's fall through the cover was prima facie evidence that the cover was not capable of supporting his weight, much less twice his weight as the safety order required.

Finally, the Board found that excluding evidence of the injured employee's alleged drug use or intoxication was not reversible error. The requirement that the covers be capable of supporting the greater of 400 pounds or twice the weight of the employee was meant to guard against both intentional and unintentional loading on such covers. Intoxication will not be read into the safety order as an exception to the requiring that covers be adequate without violating the principle that safety orders be construed to protect workers.

General Dynamics NASSCO Case Affirms Cal/OSHA's Authority and Interpretation of Safety Standards

In an Oct. 30, 2024, ruling, a California superior court denied a petition by General Dynamics NASSCO to overturn citations issued by Cal/OSHA following a serious injury at the company's San Diego shipyard (Inspection #1300984). The court upheld the Decision After Reconsideration (DAR) issued by the Occupational Safety and Health Appeals Board (OSHAB), which found that the employer violated Title 8 safety regulations related to suspended and overhead loads.

The case stems from a March 7, 2018, incident in which a dock worker suffered serious injuries. After an investigation, Cal/OSHA issued citations based on the employer's failure to comply with several provisions of the California Code of Regulations, including sections 3203, 5002 and 5042.

In challenging the citations, General Dynamics NASSCO argued that the Appeals Board's interpretation of the cited regulations should be set aside in light of *Loper Bright Enterprises v. Raimondo* (2024), 603 U.S. 369. In *Loper*, the U.S. Supreme Court overturned the long-standing *Chevron U.S.A., Inc. v. Natural Resources Defense Council* doctrine, which had established a legal framework requiring courts to defer to federal agency interpretations of ambiguous statutes.

However, both the Appeals Board and Cal/OSHA argued that *Loper* did not apply to this case. First, *Loper* and *Chevron* addressed federal agencies' interpretations of federal statutes — such as the Clean Air Act and the Magnuson-Stevens Fishery Conservation and Management Act — while the NASSCO case involves state law. Specifically, it involves California's Occupational Safety and Health Act of 1973 (Labor Code § 6300 et seq.) and related Title 8 safety orders.

California courts have long rejected the *Chevron* approach in favor of what is known as the *Yamaha* rule, derived from *Yamaha Corp. of America v. State Board of Equalization*, 19 Cal.4th 1 (1998). Under the *Yamaha* framework, courts evaluate whether an agency's interpretation is lawful and then determine whether it deserves deference based on factors such as the agency's expertise, the thoroughness of its reasoning and consistency of application.

The court also noted that even before *Loper*, *Chevron* deference would not have applied here because the safety orders in question were not ambiguous. The court found that the Appeals Board's interpretation — that the cited safety order applied to both overhead and suspended loads — was reasonable. It rejected the employer's narrower interpretation, which would have limited application of the standard only to loads that were simultaneously overhead and suspended.

Importantly, the court did not address the broader implications of *Loper* or its applicability to California law, focusing instead on the facts of the case and the specific regulatory language at issue. On Feb. 10, 2025, Cal/OSHA was served with a notice of appeal, and the case may proceed further through the courts.

This ruling affirms Cal/OSHA's authority to enforce its safety standards and interpret them reasonably within the context of California law. It also reinforces the principle that California regulatory agencies are not bound by federal doctrines such as *Chevron* and that their interpretations may still carry significant legal weight when grounded in clear statutory authority and administrative expertise.

The Connecticut Department of Labor, Occupational Safety and Health Division (CONN-OSHA) administers Connecticut's public sector-only state plan and enforces occupational safety and health standards in state and local government workplaces. In FY24, CONN-OSHA continued to work within its strategic plan that focuses on abating hazards in high-hazard industries in state and local government.

ENFORCEMENT

CONN-OSHA was fully staffed in FY24 with three safety compliance officers and three health compliance officers, four of whom were still in training. The agency conducted 252 inspections, including 134 safety and 118 health inspections. Approximately 81% of these inspections targeted high-hazard industries identified in CONN-OSHA's strategic plan, leading to the abatement of 910 safety violations and 774 health violations.

Fire department inspections remained a major focus of both programmed and unprogrammed enforcement activities. Many of the inspections were related to expired turnout gear.

In March 2024, CONN-OSHA responded to a media referral involving a firefighter who suffered second-degree burns on his ears, shoulders and left hand and required treatment at a burn unit. The firefighter was engaged in search, fire control and extinguishment operations when exposed to flashover conditions, reportedly due to disrupted thermal balance during suppression efforts by another engine company. The firefighter was wearing turnout gear beyond the manufacturer's 10-year recommended lifespan, including a 67-year-old helmet lacking required safety components and a 16-year-old flash hood. Violations were issued to the employer for allowing use of expired gear and for failing to perform annual inspections of firefighting equipment.



Turnout gear worn by firefighter who sustained burns while fighting a structural fire.

In another inspection, a municipal firefighter filed an alleged complaint about expired turnout gear in use beyond the manufacturer's recommended 10-year lifespan. Gear components were found with manufacture dates as far



Turnout gear worn by firefighter who sustained burns while fighting a structural fire.



The collision shop's prep booth fire suppression system had not been inspected since 2014.

back as 2004. The compliance officer learned that city-imposed budget constraints beginning in 2015 had prohibited the purchase of replacement gear. A violation was issued to the employer for permitting employees to use expired turnout gear. As a result of the inspection, the city appropriated \$500,000 to the fire department to replace the outdated equipment.

CONSULTATION

The consultation program, which is staffed with one health consultant and one safety consultant, conducted 149 site visits in FY24 — 62 safety consultations and 87 health. About 83% of these visits occurred in high-hazard industries identified in CONN-OSHA's strategic plan, resulting in the abatement of 207 safety and 151 health hazards.

OUTREACH AND PARTNERSHIPS

CONN-OSHA conducted 38 training sessions in targeted high-hazard areas, reaching 644 state and local government workers and employers.

The agency maintained three 23(g) Alliance partnerships in FY24:

- Connecticut Rural Water and Wastewater Association
- Connecticut Association of Street and Highway Officials
- Connecticut Tree Protective Association, Inc.

These partnerships enabled CONN-OSHA to participate in trade shows, training sessions and speaking events, expanding awareness of its services and occupational safety and health topics.

EMPHASIS PROGRAMS

While CONN-OSHA does not operate Local Emphasis Programs (LEPs), its strategic plan targets high-hazard industries in the public sector. One such area is Connecticut's vocational-technical high schools, operated by the Connecticut Technical Education and Career System. These schools simulate real-world trades such as automotive collision repair, heavy-duty equipment repair, aerospace component manufacturing, machining and welding — placing instructors in potentially hazardous environments.

In one inspection, CONN-OSHA evaluated masonry, collision, automotive and carpentry shops at one vo-tech high school, and identified multiple hazards:

| LOCATION | TOTAL # OF VIOLATIONS | STANDARD VIOLATED (# of violations/standard) |
|-----------------|-----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Masonry Shop | 8 | 1910.212 (1) • 1910.303 (1) • 1910.1200 (3) 1926.146 (1) • 1926.1153 (2) |
| Collision Shop | 26 | 1910.94 (1) • 1910.134 (8) • 1910.157 (1) 1910.160 (2) • 1910.176 (1) • 1910.212 (1) 1910.215 (2) • 1910.242 (1) • 1910.244 (2) 1910.253 (2) • 1910.303 (1) • 1910.334 (1) 1910.1200 (3) |
| Automotive Shop | 13 | 1910.28 (1) • 1910.157 (1) • 1910.176 (1) 1910.212 (1) • 1910.215 (2) • 1910.244 (2) 1910.334 (1) • 1910.1200 (4) |
| Carpentry Shop | 14 | 1910.133 (1) • 1910.176 (2) • 1910.212 (1) 1910.213 (5) • 1910.215 (2) • 1910.303 (1) 1910.1200 (2) |

Subsequent inspections of other vo-tech high schools in Connecticut have identified similar types and numbers of hazards present.



The Hawaii Department of Labor and Industrial Relations administers the Hawaii State Plan through the Hawaii Occupational Safety and Health Division (HIOSH). The program covers most employment in Hawaii, including public and private sectors, with exceptions for private-sector maritime and shipbuilding activities, federal agencies, military operations and employment within national parks and secured military sites.

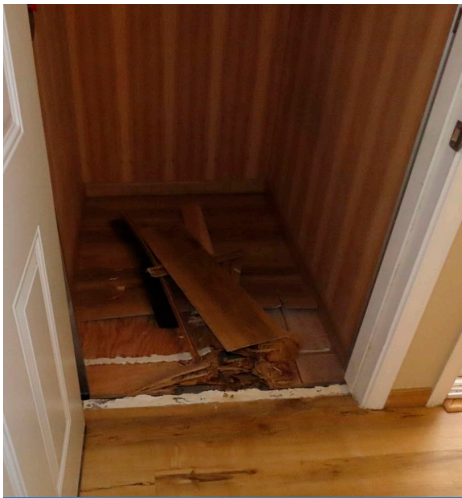
Under Hawaii's OSH Law, Chapter 396 of the Hawaii Revised Statutes, HIOSH's mission is to "assure, so far as possible, every working man and woman in the state has safe and healthful working conditions." HIOSH works to prevent workplace injuries and fatalities through enforcement, consultation, education and outreach.

ENFORCEMENT

HIOSH faced staffing challenges in FY24, with significant personnel losses and transitions impacting its ability to meet strategic goals. Despite this, HIOSH conducted 419 inspections and identified 967 violations. Initial penalties totaled \$2.03 million and were reduced to \$1.48 million following settlements, retaining about 73% of the original penalties.

Top 10 Most Cited Standards

- *29 CFR 1910.304(g)(5)*: Electrical — Grounding path missing or not continuous
- *29 CFR 1910.305(b)(2)(i)*: Electrical — Lack of proper covers or canopies
- *29 CFR 1910.305(b)(1)(ii)*: Electrical — Unused opening not properly close
- *HAR 12-60-2(a)(3)*: Hawaii Administrative Rules — Violation of Hawaii's General Duty Clause
- *29 CFR 1926.501(b)(13)*: Fall Protection — Insufficient protection in residential construction
- *HAR 12-60-2(b)(2)(B)*: Hawaii Administrative Rules — Employers must ensure rules and practices are understood through training, positive reinforcement, performance corrections, and a clear disciplinary system
- *29 CFR 1910.215(a)(4)*: Machine Guarding — Missing or improper work rests on grinding machines
- *29 CFR 1910.1200(h)(1)*: Hazard Communications — Failure to provide effective information or training on hazardous chemicals to employees
- *29 CFR 1910.28(b)(1)(i)*: Walking-Working Surfaces — Unprotected sides and edges
- *29 CFR 1910.215(b)(9)*: Machine Guarding — Excessive angular exposure above the horizontal plane of wheel spindles



The floor of the ADA elevator where firefighters extracted the fatally crushed worker.



HIOSH Consultation and Training Branch hosts a scaffolding road-course class.

SIGNIFICANT CASE

Worker Crushed in Elevator

In December 2023, a worker was fatally injured while performing maintenance on a residential elevator designed for Americans with Disabilities Act (ADA) accessibility. The worker had responded to reports of rough operation and loud noises. After moving the elevator to the second floor, the worker disengaged the safety interlock on the first-floor door and propped it open with a tool bag to access the pit. While in the pit, the tool bag was dislodged, the outer door closed, and the elevator descended — fatally crushing the worker.

The Honolulu Fire Department extracted the worker, who later died at the hospital on Dec. 9, 2023. HIOSH's investigation revealed that the employer lacked written energy control procedures, failed to conduct periodic inspections, and had not certified those inspections. Three citations were issued, totaling \$14,064.

WHISTLEBLOWER PROTECTION ACTIVITIES

The HIOSH Whistleblower Program, operating under OSHA's Section 11(c) of the OSH Act, made impressive strides with a strong commitment to upholding workers' rights. In FY24, the program handled 15 docketed cases, administratively closed 47 cases and completed seven investigations, including two resolved within 90 days. It recovered \$85,000 in lost wages for workers and maintained an average case completion time of 166 days.

Compliance Safety and Health Staff Training

HIOSH hosted four OSHA Training Institute education center road courses in Hawaii: Biohazards, Respiratory Protection, Principles of Scaffolding and Fall Protection. All compliance staff received at least 80 hours of professional development training.

CONSULTATION AND TRAINING SERVICES

After a more than 20-year hiatus, the HIOSH Consultation and Training Branch resumed in-person topic-specific training. In FY24, the agency hosted 10 OSHA Recordkeeping workshops across three islands, reaching 164 attendees and 125 employers. Due to high demand, future sessions will include Written Safety and Health Programs and “HIOSH 101” for small businesses.

Hawaii Voluntary Protection Program (Hana Po’okela)

The term Hana Po’okela translates to “Excellent Work” in Hawaiian. Polynesian voyaging canoes were masterfully crafted by skilled artisans, using only hand tools and ancient construction techniques. These voyaging canoes enabled the Polynesians to sail thousands of miles across open oceans without modern navigational devices, relying on their canoe, the wind, waves, seabirds, the sun, and the stars to guide them toward new civilizations.

Through these remarkable voyages, they discovered and settled distant places in the Pacific, including the Hawaiian Islands. One such canoe, named Hokule’a — meaning “Star of Gladness” — was symbolic of this extraordinary journey. To ancient Hawaiians, Hokule’a represented a bright star in the Herdsman constellation (now known as Arcturus), a guiding light that marked the joyful completion of a long journey.

In the spirit of Hokule’a, the Hawaii Occupational Safety and Health Division honors exceptional attention to workplace safety and health through the Hana Po’okela Star Award of Excellence.

This award recognizes those who demonstrate unwavering commitment to creating safe and healthy work environments, much like the navigators who charted their course with precision and care.

In FY24, Hawaii VPP participants remained unchanged with two active sites:

- Monsanto Molokai
- Monsanto Kihei

Enforcement Survey

Since FY21, HIOSH has conducted quarterly surveys to assess the effectiveness of its enforcement efforts. Feedback from these surveys has led to improvements in hazard communication, abatement assistance and post-inspection support.

Job Fairs

In response to high turnover, HIOSH actively participated in job fairs throughout FY24. These events provided opportunities to meet potential candidates, promote career paths at HIOSH and improve recruitment outcomes.



HIOSH Job Fair event

Media Campaigns

In FY24, HIOSH continued its comprehensive media campaigns across its website, newspapers and radio. Media campaigns focused on raising awareness on topics including heat stress, workplace mental health and resources available to Hawaii's workforce. The campaign reached 1.16 million people statewide, with a nearly equal gender split. Through this continued outreach, HIOSH aims to foster a safer and healthier working environment for all employees in the state.

HIOSH's workplace stress campaign received significant local media coverage.

ONGOING CHALLENGES

Personnel Issues

- *HIOSH Administration:* Administrator Norman Ahu retired in April 2024. Alan Yamamoto, former Consultation and Training Branch Manager, was named acting administrator.
- *Administration and Technical Support Branch:* HIOSH lost key positions midyear, including its compliance assistance specialist and temporary clerical support. The branch ended the year with one branch manager, one research and statistics specialist and two full-time clerical staff members.
- *Occupational Safety Branch:* Two newly hired and one senior occupational safety and health compliance officer (OSHCO) left for higher-paying private-sector jobs.
- *Occupational Health Branch:* The branch began FY24 with the loss of both its environmental health specialist (EHS) supervisor and a junior EHS, followed by the departure of a senior EHS. By year's end, the branch had one manager, one supervisor (who also oversees whistleblower investigations) and seven junior EHSs — most with fewer than three years of experience.

Funding issues

Like many state plans, HIOSH's 23(g) grant was reduced in FY24. However, Hawaii used unclaimed funds to help offset the reduction. The final award totaled \$3.17 million, consisting of \$1.58 million in federal funds and a matching \$1.58 million from the state.

Initially, Hawaii had \$132,300 in unclaimed funds, but this was reduced by \$62,000 due to overall cuts to 23(g) grants, leaving \$70,300. Hawaii did not accept additional one-time funding and did not de-obligate any federal funds. Final reported expenditures totaled \$3.16 million.

SIGNATURE FOCUS

IL OSHA's focus for FY24 was providing thoughtful feedback to federal OSHA on the Notice of Proposed Rulemaking – Emergency Response standard (ERS). Illinois partnered with New Jersey (NJ PEOSH) to submit a 23-page public comment seeking an update to 1910.156 that:

1. Establishes integrated risk assessment and control as the primary foundational concept to manage health and safety in the inherently hazardous and dynamic domain of emergency response;
2. Is risk-based, practical, objective and written in plain language; and
3. Maximizes often limited public fire department resources in the interests of improving firefighter health and safety.

Additionally, we asserted that any update to 1910.156 should not exclude volunteer firefighters. Different standards for different groups should be based on risk, such as interior versus exterior firefighting, not on compensation. The comment included a paragraph-by-paragraph assessment of the proposed standard, recommended against incorporating NFPA standards by reference, and sought additional language for work at height during emergency response. Our full comment is available at osha.illinois.gov/fire.

In the fall, IL OSHA followed up on the written comment by presenting oral testimony during federal OSHA's informal public hearing on the proposed standard. After highlighting that OIS data shows IL OSHA has performed over 20% of all fire department inspections nationwide in the past ten years, we provided ground level inspection experiences illustrating the significant compliance challenges faced by fire departments across the state. To conclude the testimony, IL OSHA stated that a new standard is needed, however, as currently written IL OSHA cannot realistically enforce nor can fire departments realistically comply with the proposed ERS.

FD Statistics FFY15-24

- Total inspections: 1,096
- Comprehensive: 855
- Complaint: 75
- Incidents: 48
- In compliance rate: 19.5%
- Avg. violations/inspection: 5.3

21% of FD inspections nationwide over the past ten years were performed by Illinois.

Source: OIS Inspection Summary Report

ENFORCEMENT

Training Products for Fatal Incident Now Available

IL OSHA Division leadership spent a significant amount of time in FY24 managing and closing out the abatement and settlement terms of inspection 1652863 that involved the drowning of 20-year-old Matthew Heiden. He was working to repair a leaking water main valve in an underground vault when the valve was displaced. He became trapped as a tremendous volume of water filled the small utility vault. IL OSHA issued a citation with penalties involving multiple violations of the permit-required confined space standard. After a formal contest, IL OSHA and the employer signed a formal settlement agreement with several detailed abatement stipulations and additional enhancements. Two of the settlement stipulations required the Village to:

- Provide IL OSHA with unfettered access to employees and facilities for the purpose of writing an incident report learning tool.
- Engage a third-party vendor to develop an outreach video in cooperation with IL OSHA on confined space safety. Upon completion the participating village will transfer ownership of the video to IL OSHA for unlimited free distribution.

The [Deming Incident Report](#) is now available as well as the [companion training video](#) at labor.illinois.gov. These products will be used during several outreach events in 2025 focused on municipal water departments that are recognized as a high-hazard industry in IL OSHA's site-specific targeting plan.

State Plan Certification

After a detailed evaluation process, IL OSHA asserted that all developmental steps have been completed and submitted an application for state plan certification on Feb. 28, 2024. After an intense review and revision process involving the Chicago Region and the National Office, Office of the Solicitor (NSOL), IL OSHA expects to become the 27th certified state plan in 2025.

MISSION STATEMENT

The mission of the Indiana Occupational Safety and Health Administration (IOSHA) is to advance the safety, health and prosperity of Hoosiers in the workplace. All IOSHA activities support this mission to protect workers throughout the state.

According to the U.S. Bureau of Labor Statistics, Indiana recorded an estimated 2.6 workplace injuries or illnesses per 100 full-time workers in 2023 — the lowest rate in the state’s history. This also marks a 77% reduction from the estimated 1994 rate of 11.3 per 100 full-time workers.

During FY24, IOSHA safety and health compliance officers initiated 1,014 inspections. Per federal OSHA’s State Activity Mandated Measures, IOSHA officially opened 928 inspections. Variations between attempted and opened inspections may be due to worksites no longer being active or falling outside IOSHA’s jurisdiction. While the number of inspections attempted was slightly lower than in FY23, it exceeded those of the prior three years and surpassed the five-year average of 896.

IOSHA REORGANIZATION

Before the start of FY23, IOSHA operated with a Construction Division and a General Industry Division. The agency employed approximately 16 Construction Compliance Safety and Health Officers (CSHOs) and 22 General Industry CSHOs. The General Industry Division was also responsible for all health-related CSHO functions.

In FY19, IOSHA received 2,074 unprogrammed activity reports in general industry compared to 243 in construction. As a result, General Industry CSHOs were overwhelmed with unprogrammed activities at non-construction sites, which led to delays in initiating and completing investigations. Meanwhile, the Construction Division was able to inspect nearly every complaint and often conducted additional inspections based on observable hazards.

To improve efficiency and better balance the agency’s capabilities, IOSHA reorganized its structure into two new divisions: the Safety Division and the Health Division. Under this new model, all CSHOs are expected to conduct inspections across both general industry and construction settings.

The reorganization has enabled IOSHA to conduct more proactive inspections in general industry — particularly those not triggered by an

amputation or other serious incident. From FY12 through FY22, IOSHA performed just 26 programmed general industry inspections. In FY24 alone, the agency conducted 49 such inspections — nearly doubling the previous 10-year total in a single year. IOSHA believes this shift has led to a more effective inspection strategy, allowing the agency to target high-hazard industries more proactively and in a timelier manner than previously possible.

IOSHA Training Conference

In September 2024, IOSHA hosted its first training conference since the COVID-19 pandemic. Held over three days at McCormick's Creek State Park, the event featured more than 10 training sessions for CSHOs and whistleblower investigators, four panel discussions and two group activities. Nearly all IOSHA staff attended, taking advantage of professional development and networking opportunities.

Training topics included machine guarding, power presses, electrical safety, respiratory protection, scaffolding, lead and chromium VI sampling, trade secret protections, lockout/tagout, combustible dust, and whistleblower case elements.



IOSHA staff in a training session at McCormick's Creek State Park.

LOCAL EMPHASIS PROGRAMS

In FY24, IOSHA conducted and coded nearly 300 inspections under one of its three Local Emphasis Programs (LEPs):

Falls in General Industry and Construction (FALLS)

Focusing on fall-related hazards in both general industry and construction, the FALLS LEP resulted in 144 inspections in FY24. Of those, 120 were unprogrammed and 81 were complaint-driven. Only 24 inspections were programmed. According to OIS Inspection Summary Report data, IOSHA compliance officers identified more than 200 serious hazards during these inspections.

Residential Construction (RESCON)

Under the RESCON LEP, IOSHA conducted 122 inspections. More than 88% — 108 inspections— were programmed, and nearly 71% — 86 inspections — cited at least one serious hazard. These figures highlight the ongoing need for proactive inspection efforts in residential construction.

Renovation, Rehabilitation and Demolition (DEMORENO)

IOSHA completed 20 inspections under the DEMORENO LEP, with about 60% classified as programmed inspections.

Before enforcement began, IOSHA partnered with INSafe to conduct outreach and education for affected industry stakeholders. This included event presentations, consultation services, training assistance and other support mechanisms.

To support voluntary compliance and promote transparency, IOSHA publishes its adopted and active National and Local Emphasis Programs on its website. The agency continues to evaluate the effectiveness of its LEPs and will make adjustments as needed to maximize safety outcomes for workers and employers.

Get Out and Look

IOSHA continues to promote excavation safety through its Get Out and Look initiative. In June 2024, a training emphasized that CSHOs are expected to initiate inspections at any open excavation site. IOSHA conducted 35 trenching and excavation inspections under the National Emphasis Program during the fiscal year.

Indiana VPP

The Voluntary Protection Program (VPP) remains a cornerstone of IOSHA's cooperative efforts, receiving support from the highest levels of leadership within the state. As of the end of FY24, 92 Indiana worksites were VPP-certified, including four newly certified sites — two at the “Merit” level and two at the “Star” level. These VPP-certified sites frequently exceed OSHA requirements and protect more than 27,000 employees, up from 25,000 the previous year.

Four former IOSHA CSHOs manage the day-to-day operations of the Indiana VPP and provide direct support through site evaluations, training and outreach. These leaders are actively engaged with safety and health professionals across the state, promoting best practices, sharing innovative ideas and advancing workplace safety.

FY24 HIGHLIGHTS

VPP leaders, in collaboration with trained Special Government Employees (SGEs), conducted 21 full site evaluations — four new certifications and 17 recertification assessments.

The four VPP leaders performed 294 outreach visits, which included onsite assistance, follow-ups on 90-day hazard corrections, visits to potential new participants and support for evaluation preparation.

The VPP leaders also partnered with the INSHARP team to host a membership meeting during the Indiana Safety and Health Conference and Expo, held in Indianapolis from Feb. 26–28, 2024. More than 100 representatives from VPP and INSHARP sites participated in the half-day event, which featured worker injury and illness data trends and best practices shared by participating companies.

In addition to the conference event, VPP leaders organized and led a series of virtual “Spotlight Meetings” via Microsoft Teams to enhance accessibility and engagement. These sessions focused on key safety topics including worker fatigue, welding safety and combustible dust management — drawing nearly 220 participants and reaching thousands of workers across Indiana.

VPP leaders also collaborated with two VPP sites and federal OSHA to host two Special Government Employee training events during the fiscal year — one in July in south central Indiana and one in September in north central Indiana. Both sessions were well attended and resulted in the certification of nearly 20 SGEs, who will support VPP activities both in Indiana and nationally.

EDUCATION AND OUTREACH

Indiana Safety and Health Conference and Expo

Each year, the Indiana Department of Labor partners with the Indiana Chamber of Commerce and the Central Indiana Chapter of the American Society of Safety Professionals to present the state's largest occupational safety and health conference. The 2024 conference was held Feb. 26–28. More information is available at INSafetyconf.com.

Indiana's onsite consultation program, INSafe, works with the conference partners to score and present the Governor's Workplace Safety Awards. These awards recognize Hoosier businesses that have demonstrated exceptional dedication to advancing workplace safety and health. Companies are honored for innovations, internal and external partnerships, education and outreach efforts. The award also highlights rising stars who are making significant strides in occupational safety and health.

Recipients are recognized at the Governor's Workplace Safety Awards Luncheon, held on the final day of the conference. In 2024, four companies received awards.

In addition to company-level recognition, five individuals received Everyday Safety Hero awards. These honors recognize individuals whose contributions have advanced workplace safety and health within their companies, industries or communities.

More information about the awards and recipients is available at in.gov.

INSHARP

Indiana Safety and Health Achievement Recognition Program (INSHARP) remains a well-supported cooperative program. As of Sept. 30, 2024, 60 Indiana worksites were INSHARP participants.

Injury Tracking and Marketing

INSafe continued its direct outreach and marketing efforts in 2024, building on 2023's success. This included mail campaigns and participation in six trade shows and conferences throughout the year.

CONCLUSION

Indiana's nonfatal workplace injury and illness rate is at a historic low. IOSHA continues to innovate and improve its enforcement and cooperative programs to advance worker safety and health across the state.

Moving forward, IOSHA will focus on both strengthening enforcement and expanding support programs that align with the Indiana Department of Labor's mission to advance safety, health and prosperity for Hoosiers in the workplace.

MISSION STATEMENT

The mission of Iowa OSHA (IOSHA) is to save worker lives, prevent injuries and protect the health of Iowa's workforce. Our staff accomplishes this mission by conducting programmed and unprogrammed enforcement inspections as well as cooperative efforts including consultation services, compliance assistance, outreach and educational programs.

ENFORCEMENT

During FFY24, IOSHA conducted 581 enforcement inspections — 468 safety and 113 health — resulting in 1,080 violations. This marked an increase from the 545 inspections conducted in FFY23. While we're pleased with the growth, we aim to raise this number further as our Occupational Safety Team continues to gain experience and confidence.

Of the 581 enforcement inspections in FFY24, 471 were unprogrammed inspections (365 safety and 106 health). These unprogrammed activities (UPAs) included 688 complaints and 345 referrals, representing a decrease of 72 complaints and 60 referrals from the prior year. There were 110 programmed inspections (103 safety and 7 health), focusing on targeted emphasis programs addressing amputations, asbestos in construction and grain-handling establishments.

Proposed initial penalties for issued citations in FFY24 totaled \$3,403,747.

IOSHA continued to experience headwinds through the first half of FFY24, navigating major transitions. On July 1, 2023, IOSHA became part of the Iowa Department of Inspections, Appeals, and Licensing (DIAL), bringing with it a new executive leadership team, IT systems, HR processes and operational philosophies.

IOSHA was mandated to transition to a fully electronic case file management system, ending our reliance on paper forms — a major shift in how we conduct business. Additionally, IOSHA relocated to a new facility, requiring all paper records to be scanned or stored offsite during the move. Finally, the former IOSHA division administrator left the division in July 2023. The division was led by an interim administrator until March 1, 2024, when the current administrator took over. This leadership transition created capacity gaps that affected our enforcement program during the year.

IOSHA Investigated 24 Fatalities in FFY24.

Top 10 IOSHA Violations

- OSHA Recordkeeping
- General Requirements for All Machines
- Electrical Hazards
- Control of Hazardous Energy
- Powered Industrial Trucks
- Duty to Have Fall Protection
- Personal Protective Equipment
- Mechanical Power Transmission
- Hazard Communication
- Respiratory Protection

Significant Weather Event

Heavy rains in late spring 2024 triggered historic flooding in northwest Iowa, impacting impacted hundreds of homes and thousands of residents in communities such as Rock Valley, Sioux Rapids and Spencer. Over a three-day period, nearly all areas received more than two inches of rainfall. Some regions received between 10 and 20 inches of rain — nearly a year's worth of precipitation in just a few days.

IOSHA deployed staff to support response and recovery efforts. On the ground, IOSHA identified hazards during cleanup, worked directly with businesses as they rebuilt, and distributed personal protective equipment (PPE) in areas experiencing supply chain disruptions. Additionally, IOSHA provided safety and health publications to support emergency management teams. Partnering with the Small Business Administration, IOSHA offered resources to companies to help eliminate hazards and ensure safer cleanup efforts.

COOPERATIVE PROGRAMS

IOSHA currently has one active alliance with Healthier Workforce Center of the Midwest, focusing on mental health and suicide prevention in the construction industry. Iowa had 35 active Voluntary Protection Program (VPP) sites and maintained an average of 12 partnerships throughout the year, including partnerships with the Iowa Renewable Fuels Association, Iowa Associated Builders and Contractors and Master Builders of Iowa.

MAJOR TRAINING EXERCISE

Thanks to a partnership agreement with Miron Construction, IOSHA was invited to a high-angle crane rescue training exercise in July 2024. Held in Iowa City, the event included a demonstration by Iowa City Fire and Rescue using the site's hammerhead crane, followed by a safety stand-down and lunch for all onsite workers.

IOSHA remains committed to assuring Iowa's employers provide workplace environments that are safe, healthy, free of recognized hazards, and free from retaliation. This commitment will allow businesses to prosper as the State of Iowa supports economic growth. We are committed to our strategic performance plan to assure a balanced approach toward workplace safety.

SIGNATURE PROJECTS

Heat Illness Prevention Campaign

Since 2011, the Division of Occupational Safety and Health (OSH) Education and Training — KYSAFE — has actively participated in the national heat awareness campaign, conducting statewide efforts to educate workers about the hazards of working in hot environments. The outreach continued in FFY24 through in-person outreach and online training. KYSAFE consultants reached more than 11,700 employees during targeted heat stress efforts and delivered five in-person training sessions.

The Cabinet’s eLearning site, [Kysafe.ky.gov](https://kysafe.ky.gov), hosts several heat safety resources, including “Heat Stress Awareness for Construction and General Industry,” “Occupational Heat Planning,” and webinars on occupational heat exposure — available in English and Spanish. These modules were viewed 1,963 times.

All OSH compliance enforcement officers and KYSAFE consultants were equipped with a WetBulb Globe Temperature (WBGT) meters and trained on their use. The meters were utilized during relevant on-site activities to evaluate and address heat-related hazards.

Latino Community Outreach

KYSAFE provided multiple avenues of outreach to the state’s Latino community in FFY24. Spanish-language safety ads appeared in *El Kentubano*, a monthly publication with 9,000 copies distributed in more than 150 locations across Kentucky. Topics included heat stress, fall protection, silica, trench safety, and ladder safety. Free copies of each edition were strategically distributed in high traffic locations such as grocery stores, markets, restaurants, doctors’ offices, salons, barber shops, etc.

KYSAFE staff attended three Latino-focused community events, distributing bilingual educational materials and over 500 “Water, Rest, Shade” water bottles. A Spanish-language radio commercial on heat safety reached more than 45,000 listeners.

Salary Increase

The Kentucky OSH Program implemented a permanent base salary increase for all enforcement and consultation staff which was complemented by a statewide employee increment increase. This increase helped improve staff recruitment and retention.

ENFORCEMENT

The Division of OSH Compliance maintained an emphasis on addressing serious hazards. Citations issued in FFY24 with noteworthy penalties include:

- \$79,900 to a construction employer for 1 repeat serious, 2 serious, and 1 other-than-serious violation;
- \$70,000 to two construction employers for 1 repeat serious violation each ;
- \$63,700 to a general industry employer for 1 serious willful, 3 serious, and 1 other-than-serious violation;
- \$56,850 to a general industry employer for 2 repeat serious and 2 serious violations;
- \$56,000 to a construction employer for 12 serious violations;
- \$56,000 to a general industry employer for 8 serious and 1 other-than-serious violation;
- \$53,900 to a general industry employer for 2 repeat serious, 1 serious, and 1 other-than-serious violation;
- \$53,800 to a general industry employer for 1 repeat serious, 1 repeat other, and 3 serious violations;
- \$52,500 to a general industry employer for 1 repeat serious and 2 serious violations;
- \$51,000 to a general industry employer for 1 repeat serious, 2 serious, and 2 other-than-serious violations;
- \$49,000 to a general industry employer for 8 serious violations;
- \$46,000 to a construction employer for 1 serious willful and 4 serious violations.

Penalties were assessed using the maximums: \$70,000 for willful and repeat serious violations, and \$7,000 for serious and other-than-serious violations.

Top 10 Most Cited Standards

- *29 CFR 1910.1030* – Bloodborne Pathogens
- *29 CFR 1926.1153* – Respirable Crystalline Silica
- *29 CFR 1926.503* – Fall Protection Training
- *29 CFR 1910.134* – Respiratory Protection
- *29 CFR 1926.501* – Duty to Have Fall Protection
- *29 CFR 1910.147* – Control of Hazardous Energy (Lockout/Tagout)
- *803 KAR 2:181* – Recordkeeping, Reporting, Statistics
- KRS 338.031 – Employer and Employee Obligations
- *29 CFR 1910.212* – Machine Guarding
- *29 CFR 1910.1200* – Hazard Communication

LOCAL EMPHASIS PROGRAM

Launched in 2022, the emphasis program targets employers who fail to electronically submit injury and illness records and employer identification numbers (EIN). The data submitted by employers to OSHA assists the Kentucky OSH Program in identifying trends in workplace hazards, developing KYSAFE outreach programs, and evaluating the effectiveness of enforcement activities.

Employers who failed to electronically submit their injury and illness data and EIN were randomly selected for inspection. The Division of OSH Compliance conducted 10 inspections, issued 9 citations and recommended penalties totaling \$19,600.

Collection of Delinquent OSH Penalties

Since 2013, the Kentucky OSH Program parented with the Kentucky Department of Revenue to collect outstanding debts, pursuant to Kentucky Revised Statute 45.239(4) and 45.241. Employers who have outstanding OSH debts are reported to the Department of Revenue for collection and further action. Such action may include:

- Adding a 25% collection fee to the total debt to defray the cost of collection.
- Filing a notice of State Lien, which is reflected in credit reports maintained by various credit bureaus.
- Seizing all property rights, both real and personal. This includes, but is not limited to, the attachment of any funds held by a bank, wages paid to the employer and the seizure and sale of any real estate.
- Using any tax refund or other monies due to the employer from the Commonwealth of Kentucky to offset the outstanding debt.

The effort has proven successful. Delinquent debts have been collected by Department of Revenue and returned to the OSH Program. Additionally, the OSH Program has seen an increase in employer efforts to resolve debt payment to avoid being reported to Department of Revenue.

Since October 2013, the Division of OSH Compliance submitted 333 cases for collection totaling \$3,584,971.

OUTREACH

Workplace Safety Savings

In FFY24, KYSAFE identified 3,331 serious hazards that exposed 61,622 employees, resulting in an estimated savings of \$23.3 million. An additional 1,081 other-than-serious hazards were identified, affecting 25,392 employees and saving employers up to \$7.6 million. The aforementioned amounts were calculated using \$7,000 as the maximum for a serious and other than serious violation.

Annual Governor's Safety and Health Conference and Exposition

Held for the first time in Owensboro from Aug. 21–23, 2024, the 40th annual Governor's Safety and Health Conference and Exposition drew record attendance. Co-sponsored by the Education and Labor Cabinet and Kentucky Safety and Health Network, Inc., the commonwealth's largest safety and health exposition featured leading professionals and was considered highly successful.

A wide variety of OSH topics addressing pertinent safety and health issues were presented by top safety and health experts. The 2024 event also included an expanded Exposition Hall, offering attendees the opportunity to explore the latest products, services and technologies at the largest gathering of its kind in Kentucky.

Governor's Safety and Health Award

Presented to employers and employees who together achieve a required number of hours worked without a lost time injury or illness, the Governor's Safety and Health Award was given to 43 Kentucky employers in FFY24.

Education and Labor Cabinet leadership traditionally presents the award at the employer's facility or during the annual Governor's Safety and Health Conference and Exposition. In 2024, 22 companies received the award at their facility, and another 23 companies were recognized at the conference. Two establishments opted to receive the award by mail.

KYSAFE eLearning

Since its 2011 launch, KYSAFE's eLearning platform online workplace safety and health training website, [Kysafe.ky.gov](https://kysafe.ky.gov), has provided

employers and employees to a variety of OSH webinars and training courses. To date, KYSAFE's eLearning platform has attracted more than 350,000 users and generated over 716,000 page views.

Webinars are streamed live and provide real-time instruction with immediate feedback for participants. Advanced registration is required but free for all attendees. Each webinar is recorded and available for on-demand review.

KYSAFE added 10 cost-free interactive webinars to the KYSAFE online library in FFY24. The newly developed modules include:

- OSHA ITA Recordkeeping 2023
- Recordkeeping Overview 2023
- OSHA ITA 2 Recordkeeping 2024
- Warehousing NEP Webinar
- Silica Exposure: Countertops
- Ladder Safety in Construction
- Work Zone Safety
- Warehouse Ergonomics
- Indoor Heat Stress, and Suicide Awareness.

Kentucky is particularly proud of the fact that [Kysafe.ky.gov](https://kysafe.ky.gov) was created, designed, developed, maintained and managed solely by KYSAFE staff. In addition to performing their full plate of regular duties, KYSAFE consultants compose all course content, while a division training development specialist assists with presentation and production details.

Partnership Program

In addition to consultative surveys, the KYSAFE Partnership Program offers training and voluntary and cooperative programs, including the Voluntary Protection Program and the Construction Partnership Program.

The Partnership Branch engaged in 242 significant contact events with participating sites, including 159 site visits involving over 23,434 employees. These visits identified 1,033 hazards — 438 classified as serious and 595 as other than serious. Partnership staff also conducted 12 excavation interventions as part of the National Emphasis Program.

Voluntary Protection Partnership

Kentucky's Voluntary Protection Program (VPP) Program recognizes employers who have achieved a level of excellence in their safety and health programs and removes them from programmed inspection lists. Detailed reviews of records and written programs, as well as intensive on-site surveys of worksite operations, ensure that only companies with a strong commitment to workplace safety and health, institutionalized safety and health management systems in place, and proven success maintaining a safe and healthful workplace, qualify for Kentucky's highest achievement recognition. VPP continues to be successful and sets the standard for participant quality. The Partnership Branch maintains 19 active, high-performing VPP sites.

The Kentucky VPP sites are:

- ABB, Louisville
- Cintas, Grayson
- Dow Corning Corporation, Carrollton
- General Electric Aircraft Engines, Madisonville
- General Electric Aviation Infrastructure, Erlanger

- Kimberly-Clark, Owensboro
- L'Oreal (USA) Florence Manufacturing, Florence
- Marathon Big Sandy Asphalt Terminal, Catlettsburg
- Marathon Pipeline LLC, Grayson
- Marathon Pipeline, LLC, Lebanon Junction
- Marathon Pipeline, Lexington
- Marathon Pipeline, Louisville
- Marathon Pipeline LLC, Owensboro Station
- Marathon Refinery, Catlettsburg
- Nucor Steel Gallatin, Ghent
- Raytheon Corporation, Louisville
- Unifirst Distribution Center, Owensboro
- Westlake Chemical, Calvert City
- WestRock, Nicholasville

Construction Partnership Program

KYSAFE continues to focus on the construction industry by promoting its Construction Partnership Program. In FFY24, there were 29 active partnerships sites with a total project cost of approximately \$12 billion.

A total of 61 site audits were conducted, affecting more than 9,000 employees. At a minimum, KYSAFE conducts quarterly site-wide audits at every Construction Partnership Program jobsite, covering the general contractor and all subcontractors.

The program's most significant project in FFY24 is the \$5.8 billion BlueOval SK Battery Park site in Glendale.



*BlueOval SK Battery Park
campus site*

On Aug. 5, 2015, Maine received initial approval as a state plan covering only state and local governments. Maine Occupational Safety and Health (MEOSH) implemented all items identified in its developmental plan and received certification from the U.S. Department of Labor's Occupational Safety and Health Administration National Office on March 21, 2023. FY24 marked the state's ninth full year in the program.

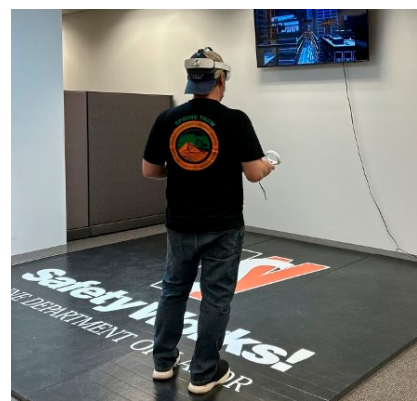
SIGNATURE PROJECTS

Maine provides technical assistance through its SafetyWorks! on-site consultation and training program. In addition, the SafetyWorks! Training Institute is a state-of-the-art training center with seating for up to 48 students and an adjacent hands-on lab. The lab includes training props for fall protection, video display terminals, confined space, fire extinguishers, electrical boards, forklifts, work zones, respiratory protection, vehicle lifts, scaffolding, rigging, vehicle ergonomics and machine guarding.

All classes are conducted by SafetyWorks! staff or industry experts. In FY24, the institute trained 1,687 attendees, including 612 from state and local government agencies. The program also distributed 5,000 SafetyWorks! calendars to employers in both the private and public sectors.

The training facility serves as a satellite site for the OSHA Boston Regional Training Institute Education Center. A schedule of SafetyWorks! classes is available at [Maine.gov](https://www.maine.gov).

In 2024, the SafetyWorks! Training Institute acquired an adjacent space and added a new virtual reality training room to augment safety and health instruction. The program currently includes virtual reality training for confined space, lockout/tagout and fall protection. The classroom features five sit-down universal workstations and one stand-up fall protection station, each equipped with flat-screen TVs to allow class participants to view what the virtual reality users see.



*Virtual Reality Lab
(fall protection)*

EMPHASIS PROGRAMS

SafetyWorks! conducted 311 consultation visits with public-sector state and local government agencies in FY24 — a significant increase from the prior year, when the division experienced multiple retirements and new staff training. The program continues to focus on fire departments, police departments, correctional facilities, public educational institutions and public works departments, including sewer and water districts.

ENFORCEMENT

MEOSH conducted 113 inspections in FY24. In the field, MEOSH maintains a chief safety and health inspector (who handles whistleblower protections), two safety compliance officers and one industrial hygienist. Staffing levels were impacted during the year by two long-term absences.

OUTREACH

MEOSH staffed informational booths at numerous events, including conferences hosted by the Maine Municipal Association, Maine School Management Association, Maine Resource and Recovery Association, Maine Fire Chiefs' Association and the National Safety Council's New England Chapter. Staff also delivered presentations at the Safety and Health Conference and the Resource and Recovery Conference.

PARTNERSHIPS

MEOSH operates the Safety and Health Award for Public Employers (SHAPE), a voluntary protection program similar to the federal Safety and Health Achievement Recognition Program but exclusive to public-sector employers. Participation may involve an entire municipality or an individual department.

At the end of FY24, there were 88 active SHAPE sites in Maine. MEOSH is especially proud of its ongoing partnership with the Maine Department of Transportation, which is the only state agency in the SHAPE program. Four of the department's six regions are currently participating, with a goal of full agency involvement.

MEOSH also provides joint fire service training in collaboration with the Maine Fire Service Institute and the Office of the Maine State Fire Marshal. A formal partnership was established in FY23 with these agencies and the Maine Forest Service, though the official signing ceremony was held in early FY24. MEOSH is now working to establish a similar alliance with the Maine Department of Education and the state's technical high schools.

STATISTICS AND ENFORCEMENT

In FY24, Maryland Occupational Safety and Health (MOSH) averaged 4.82 violations per inspection. Violations were identified in more than 74% of enforcement inspections — 77% in safety and 53% in health.

Of the 1,137 enforcement inspections, 794 (70%) were conducted under one or more of the state's local emphasis programs, and 498 (44%) were conducted under one or more adopted national emphasis programs.

MOSH compliance officers investigated 108 accidents and 32 workplace fatalities. All fatality investigations were opened within one day of notification.

SIGNATURE PROJECT

Heat Stress

In 2020, the Maryland General Assembly passed House Bill 722, which directed the Commissioner of Labor and Industry, in consultation with the Maryland Occupational Safety and Health Advisory Board, to develop regulations requiring employers to protect workers from heat-related illness and injury.

After hosting multiple stakeholder meetings, both virtual and in-person, and reviewing public comments, the regulations took effect on Sept. 30, 2024. Maryland has since developed guidance documents outlining the key requirements of the heat stress standard and continues to produce additional resources to support public education and employer compliance.

NOTABLE ENFORCEMENT CASE

Lab Inventory Systems, Inc.

MOSH investigated a fatal incident on June 6, 2024, involving an employee who was pinned between the side maintenance doors and the laser cutting head gantry assembly of a Bodor CNC Laser Cutting machine, sustaining fatal head and arm injuries. Two employees were programming and prepping the CNC machine to perform metal fabrication operations when the accident occurred.

The investigation revealed that a critical safety device had been disabled, and no point-of-operation guarding was in place to prevent access to hazardous areas. A door switch designed to automatically shut down the machine when opened had been bypassed, violating product safety guidance. Maryland inspectors noted the required safety devices vary by



One of the Bodor Laser CNC side maintenance doors, where the accident occurred, with no safety door switch installed.



The Bodor Laser CNC main access door with a properly installed tongue-style interlock switch (upper left-hand corner).

the country where the product was sold. The standard configuration for a machine sold in the U.S. was different than one sold in the European Union (EU), indicated by a CE marking demonstrating compliance with relevant EU directives and regulations. One key difference was the requirement of a safety door switch for the side maintenance doors accessed by the employee. MOSH inspectors found pre-cut holes designed for the installation of a safety door switch; however, the standard configuration sold in the U.S. did not require or include this safety device for that set of doors.

Maryland also discovered that the laser's manufacturer was listed on a U.S. Food and Drug Administration Import Alert (#95-05). After identifying similar incidents involving the same machine type, MOSH contacted the FDA to inquire about further details and implications of the listed products, and met virtually with FDA representatives to discuss how to prevent similar accidents going forward.

Citations were issued for violations related to machine guarding, lockout/tagout, fall protection, electrical safety and hazardous materials. The case emphasized the importance of guarding systems and reinforced the need to prevent employee exposure to machinery "danger zones."

OUTREACH AND EDUCATION

In FY24, MOSH's Outreach and Education Unit delivered training to employers, employees and the public through virtual webinars and in-person sessions. Following the implementation of the new heat stress regulation, requests for heat-related training increased significantly.

MOSH delivered presentations to more than 18 employers, institutions and government agencies, reaching a total of 1,332 individuals. The agency also continued its efforts to promote youth worker safety by training 752 students at nine high school events across the state.

In November 2023, MOSH held a National Fire Protection Association 70E course, equivalent to OSHA's 3090 Electrical Standards course, led by John "Grizzly" Grzywacz, to train 30 compliance officers. In February 2024, the agency hosted the OSHA 1230 Accident Investigation Road Course, training another 30 compliance officers. During National Work Zone Awareness Week in May 2024, Maryland partnered with the American Road and Transportation Builders Association to provide training on preventing runovers and backovers in roadway construction.

MOSH also participated in numerous stand-downs and campaigns hosted by OSHA and the Philadelphia regional office by creating specific topic webpages and valuing the sharing of resources and opportunities. Additionally, MOSH employees supported the Worker Support Program, through which 3,300 workers received direct relief.

CONSULTATION

MOSHA Consultation Services conducted 386 visits in FY24, including 330 in high-hazard industries. A total of 988 serious hazards were identified, 295 of which were corrected and verified on-site. Consultation staff worked with Maryland employers to help protect a total of 18,504 employees.

PARTNERSHIPS

The Maryland Occupational Safety and Health Program signed the Francis Scott Key Bridge Removal Partnership with the Maryland Transportation Authority on May 14, 2024.

This partnership was created to protect the safety and health of workers during the salvage operation following the deadly March 26, 2024 bridge collapse. To prepare for the partnership, MOSH consulted with the Minnesota Occupational Safety and Health Program, learning from its response to the I-35W bridge collapse in 2007.

Between May 16 and June 27, 2024, the Transportation Authority and its contractors conducted seven site visits. Air sampling results revealed that lead exposure exceeded permissible limits; however, the use of powered air-purifying respirators provided adequate protection, and blood lead tests revealed no significant health risks. The partnership emphasized lead program awareness, collaboration and proactive practices to ensure a safe and healthy work environment.



Two employees wearing coveralls and powered air-purifying respirators use 5-foot-long torches to cut sections of the Francis Scott Key Bridge.

MISSION STATEMENT

The mission of the Massachusetts State Plan is to prevent work-related injury and illness and assure a safe and healthful workplace for all state and local government employees in the Commonwealth of Massachusetts.

THE NEED FOR A STATE PLAN

The Commonwealth of Massachusetts is home to 7.1 million people and has a GDP of \$615.5 billion. Our 433,900 public sector employees provide essential services including clean drinking water, transportation, bridge inspections, fire and police protection, K-12 and college education, healthcare, social services, waste treatment and recreation at local and state parks.

The need for a state plan was underscored by the work-related fatalities of 20 state and local government employees between 2012 and 2024. Inspections by the Massachusetts Workplace Safety and Health Program revealed these fatalities were preventable if employers were compliant with OSHA standards.

FOCUS

The Massachusetts state plan focuses on reducing work-related injuries and fatalities in high-risk industry sectors, including:

- Crossing Guards
- Drinking Water
- Electric Power Distribution
- Facility Management
- Firefighting
- K-12 Schools
- Healthcare and Social Services
- Parks and Recreation
- Public Works: Highway Street Construction
- Sewage treatment



ACTIVITY

FY24 marked Massachusetts second full year as a state plan for state and local government workplaces. The program is staffed by 17 occupational safety and health professionals.

189

Enforcement onsite inspections

79

Voluntary onsite consultation visits

78

Outreach events or training

74%

Enforcement activity occurred in high-risk sectors for work-related injury.

Enforcement Highlights

Massachusetts conducted 189 on-site inspections at state and municipal workplaces. The need for these inspections was evident by multiple fatal or disabling injuries. The following examples show work-related injury can be prevented by job planning and preventive maintenance:

- A highway foreman was fatally struck by a vehicle while removing debris from the center lane of a three-lane highway. The inspection led to improvements to work zone planning and equipment.
- A police officer directing traffic was struck and killed by excavator traveling in reverse. Our state plan sent outreach materials to police departments to raise awareness about work zone safety.
- A worker was injured by an arc flash after cutting into a live power line in an underground manhole. The inspection prompted improvements to power distribution procedures and lockout/tagout practices.
- A tree trimming worker sustained multiple fractures when struck by a falling tree. The inspection resulted improvements in training for chainsaws, woodchippers and personal protective equipment (PPE). The town recognized the need for the corrections and quickly implemented these improvements.

Voluntary Consultation Highlights

The state plan conducted 79 onsite consultation visits of employers voluntarily seeking to prevent work-related injuries. Sites included public works departments, transfer stations, parks departments and wastewater treatment facilities. Six municipalities received technical assistance on crossing guard safety following five crossing guard worker fatalities in Massachusetts from 2012 to 2021.

Compliance Assistance

The purpose of compliance assistance is to assist employers implement safety and health management systems at their workplaces, with the goal of preventing work-related injuries and illnesses. The State Plan provides training, outreach, and technical assistance. Training events are tailored towards management, who have the authority and budgetary control to implement safety and health programs.

Training was conducted for the following:

- Barnstable County Public Works Association
- Berkshire County Highway Superintendents Association
- Digsafe Managing Underground Safety Training
- Massachusetts Association of Science Teachers
- Massachusetts Building Commissioners and Inspectors Association
- Massachusetts Facility Administrators Association
- Massachusetts Environmental Health Association
- Massachusetts Municipal Association Conference
- Massachusetts Water Works Association
- National Association of Housing and Redevelopment Officials
- New England Public Works Expo
- New England Water Works Association
- Norfolk Bristol Middlesex Highway Association
- Plymouth County Highway Association
- Western Massachusetts Tree Wardens Association



OSHSPA Conference

Massachusetts hosted representatives from the 29 State Plans at the Occupational Safety and Health State Plan Association September 2024 conference in Boston. The meeting facilitated sharing of technical and grant performance information.

ORGANIZATION AND FUNDING

The Massachusetts State Plan is located within the Executive Office of Labor and Workforce Development, Department of Labor Standards. Funding for the State Plan is a 50/50 federal-state match. Oversight of the State Plan is provided by the OSHA Region 1 – Boston office.

In May 2024, OSHA reduced grant funds mid-year for all State Plans due to a deficit in federal OSHA's budget. These cuts will extend into 2025. As a result, Massachusetts had to eliminate one inspector position.

MISSION

The Michigan Occupational Safety and Health Administration (MIOSHA) strives to work collaboratively with employers and employees to better prevent workplace injuries, illnesses and fatalities. All agency activities focus on meeting the MIOSHA mission to help protect the safety and health of Michigan workers.

INSPECTIONS

MIOSHA conducted 3, 378 safety and health inspections in FY24. MIOSHA responded to 100% of workplace fatalities within one day.

OUTREACH

MIOSHA conducted 1, 070 consultations, 675 training sessions, 982 hazard surveys, 752 safety and health evaluations and trained 12,933 employers and employees.



MIOSHA Director, Bart Pickelman (center) visits crash test dummy manufacturer, Humanetics, during a Take a Stand Day consultation. He is joined by MIOSHA industrial hygienist, Rick Willis (right), and Humanetics representative, Josh Yingling (left).

SIGNATURE PROJECTS

Take A Stand Day for Workplace Safety and Health

MIOSHA held its 20th annual statewide “Take a Stand” for Workplace Safety and Health event, Aug. 12–16, 2024. During the weeklong event, MIOSHA compliance and consultation staff visited Michigan worksites to provide one-on-one guidance focused on specific safety and health topics identified by the employer. No citations or fines were issued, but participants were required to correct any serious hazards identified.



MIOSHA staff join Christman Construction workers during a Take a Stand Day event at the Mt. Hope school project in Lansing in August 2024.

To promote participation, a letter was mailed to 12,671 employers in high-hazard industries targeted by MIOSHA's Strategic Plan. Topics included fall prevention, PPE, respiratory protection, lockout/tagout, noise, excavation, electrical safety, hazard communication, bloodborne pathogens, mobile equipment, ergonomics, guarding and various health hazards such as silica, welding fumes, asbestos, lead and heat.

The event was also registered as part of Safe + Sound Week, giving participating employers added recognition. In FY24, 184 employers participated in Take a Stand and were offered a window cling to display their involvement.

Excavation and Trenching

MIOSHA continued with the National Emphasis Program (NEP) on excavation and trenching operations to help prevent deaths, accidents and serious injuries during excavation and trenching activities. MIOSHA stood down with workers across Michigan during Trench Safety Stand Down Week, June 17- 22, 2024. MIOSHA spoke with workers about the hazards of trenching/ excavating and emphasized how to implement required safety measures when working in a trench or excavation.

Work in Roadways

MIOSHA continued its Roadway Work Zones safety initiative in 2024 to raise awareness among employers, and workers about the importance of identifying and addressing hazards in roadway work environments. Throughout the year, MIOSHA increased its presence at roadway worksites to help ensure compliance with safety and health regulations and protect both workers and the public during construction and general industry activities.

The applicable regulations safeguard employees working in or near roadways, while also helping to protect motorists passing through work zones.

On April 15, 2024, the Michigan Department of Transportation hosted a National Work Zone Awareness Week (NWZAW) Kickoff Event to honor the workers, motorists, and families affected by work zone fatalities over the past year. Speakers included MIOSHA's Construction Safety and Health Division Director, the Deputy Director of the Department of Labor and Economic Opportunity and Michigan Lt. Gov. Garlin Gilchrist. Each addressed the dangers roadway workers face and the importance of driver attentiveness.

MIOSHA also promoted Go Orange Day on April 17, encouraging employers and employees to wear orange in support of work zone safety awareness. The theme of the 2024 national campaign was: “Work zones are temporary. Actions behind the wheel can last forever.”

Oil and Gas Drilling and Servicing Operations

In FY24, MIOSHA continued a State Emphasis Program to reduce employee exposures to safety and health hazards during oil and gas drilling, production and servicing operations, especially those hazards that can lead to worker deaths. MIOSHA created a team of compliance officers and consultants who received specialized training to conduct inspections in the industry. The goal set in the SEP is 12 inspections at a minimum of three worksites. MIOSHA exceeded the goal by initiating 14 inspections at eight locations.

Michigan Workplace Improvement to Safety and Health Grants

In FY24, MIOSHA awarded 130 Michigan Workplace Improvement to Safety and Health (MIWISH) grants, totaling over \$488,000 to assist small employers in improving workplace safety and health — double the funding available the previous year. The matching grants, available to employers with fewer than 250 employees, supported the purchase of safety- and health-related equipment and associated training. Combined with employer contributions, the program generated a total investment of approximately \$1.23 million toward protecting Michigan workers.



ENFORCEMENT

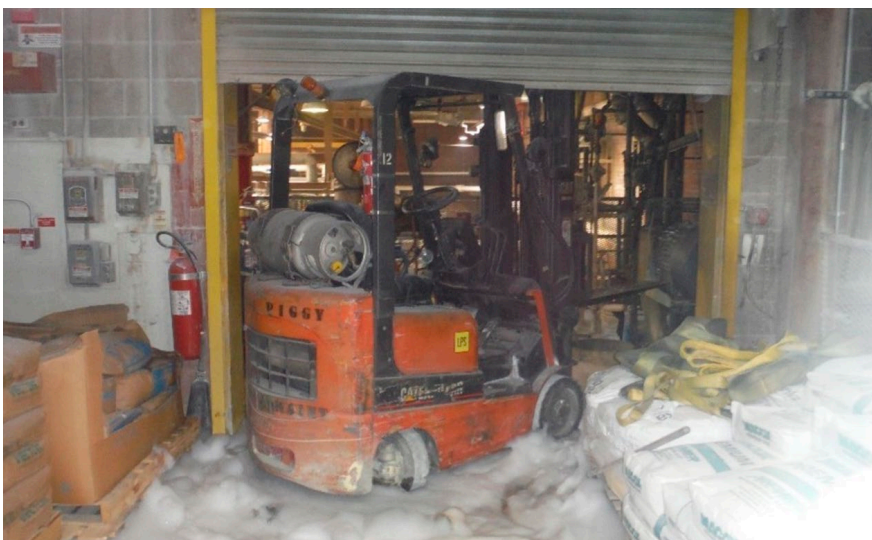
Explosion at Tape Manufacturer Leads to Nearly \$500K in Penalties

A catastrophic explosion that injured several workers at a Michigan tape manufacturing facility resulted in MIOSHA issuing more than two dozen safety and health citations totaling nearly a half-million dollars in penalties.

On March 26, 2024, MIOSHA issued citations to the employer totaling \$468,000 in penalties following an explosion and fire at the company's Marysville, Michigan facility, which produces packaging adhesive materials.

The explosion occurred on Oct. 17, 2022, during troubleshooting of a seized batch operation involving a churn vessel containing a toluene-based, glue-like mixture. The blast injured four employees — three were hospitalized with extensive burns.

The loading platform for Churn 3 was accessible only through a fire door, which failed to fully close during the explosion due to a powered industrial truck obstructing its path. This prompted a MIOSHA inspection for egress hazards. A second inspection was launched after fugitive dust near the platform tested positive for explosivity, confirming a combustible dust hazard.



An overhead door was prevented from closing due to a powered industrial truck in the entry way.

MIOSHA conducted four separate inspections between October 2022 and March 2024:

- The first inspection responded directly to the explosion and hospitalizations.
- The second inspection focused on combustible dust hazards present at the facility.
- The third inspection evaluated the company's compliance with the Process Safety Management of Highly Hazardous Chemicals (PSM) Standard, which was also implicated in the explosion and fire.
- The fourth inspection identified additional workplace safety hazards following an interoffice referral.

As a result of the investigations, MIOSHA cited the employer for 14 serious, six willful-serious and two other-than-serious violations, along with a Notice of Potential Hazard. Violations were found under the Michigan Occupational Safety and Health Act (Act 154) General Duty Clause, as well as several General Industry Safety Standards, including:

- General Industry Standard Part 591, Process Safety Management of Highly Hazardous Chemicals
- General Industry Standard Part 430, Hazard Communication
- General Industry Standard Part 433, Personal Protective Equipment
- General Industry Standard Part 2, Walking-Working Surfaces
- General Industry Standard Part 75, Flammable Liquids
- MIOSHA Administrative Standard Part 11, Recordkeeping and Reporting of Occupational Injuries and Illnesses

Due to the serious nature of the violations, the employer was placed into OSHA's Severe Violator Enforcement Program (SVEP), which mandates follow-up inspections and may require the company to engage a qualified safety consultant to develop and implement a comprehensive safety and health program.

Prior to this case, the employer had no history of violations from MIOSHA in the past five years. This incident underscores the importance of effective safety and health management systems, especially when working with highly hazardous chemicals and combustible dust.

OUTREACH

Coffee with MIOSHA

MIOSHA held eight Coffee with MIOSHA events in FY24, providing an informal opportunity for businesses and employees to meet with MIOSHA staff, ask questions and learn about training programs and workplace safety resources. Event locations and dates:

- Lakeland Health Occupational Clinic — Nov. 1, 2023
- Construction Association of Michigan — Nov. 2, 2023
- American Society of Safety Professionals (ASSP) / Feyen and Zylstra — Dec. 15, 2023
- Michigan Safety Conference — Dec. 20, 2023
- Associated Builders and Contractors of SE Michigan — Feb. 13, 2024
- American Society of Safety Professionals Mid-Michigan Chapter — May 14, 2024
- Incompass Michigan — July 17, 2024
- ASSP-Greater Detroit Chapter, Greater Detroit Chapter — Aug. 21, 2024



MIOSHA Cooperative Programs Specialist, Mark Ginter, with a “Stop Falls. Save Lives.” hard hat sticker during a construction safety fall prevention event.

MIOSHA Senior Construction Safety Consultant, Jim Getting, speaks to workers during a Construction Suicide Prevention event.



Stop Falls. Save Lives. Campaign

Now in its seventh year, MIOSHA’s Stop Falls Save Lives campaign continues to support fall prevention efforts across Michigan’s construction industry. As part of the National Safety Stand-Down to Prevent Falls in Construction, held May 6–10, 2024, MIOSHA construction safety consultants joined employers and workers at seven construction sites across the state. During these voluntary stand-down events, more than 1,000 workers paused work to focus on preventing fall-related fatalities and injuries.

The MIOSHA team engaged directly with crews to discuss fall hazards — such as unprotected holes or skylights — while emphasizing the importance of proper equipment setup, fall protection systems like guardrails and harnesses, and strong internal safety policies.

Falls from elevation remain one of the leading causes of death for construction workers. In FY24, MIOSHA investigated seven fatal fall incidents — five of which occurred in construction. Every one of these deaths was preventable.

Construction Suicide Prevention Awareness Week Event

During Construction Suicide Prevention Week (Sept. 9-13, 2024), MIOSHA encouraged employers and the 203,000 construction employees in Michigan to share the importance of workplace mental health. MIOSHA participated in two large-scale events to promote mental health in the workplace.

ALLIANCES AND PARTNERSHIPS

In FY24, MIOSHA had 21 active MIOSHA alliances and five active construction partnerships.

New agreements include:

- *Michigan Safety Conference* — MIOSHA and the Michigan Safety Conference (MSC) entered a new alliance on Dec. 20, 2023, to strengthen workplace safety and health across Michigan. Under the three-year agreement, MSC will promote MIOSHA programs, host an annual Coffee with MIOSHA event and feature MIOSHA experts on its Safety Spectrum podcast. The partnership also supports ongoing MIOSHA-led training seminars at the annual Michigan Safety Conference.
- *Michigan Green Industry Association (MGIA)* — In July 2024, MIOSHA and the Michigan Green Industry Association (MGIA) renewed its long-standing alliance that aims to promote safety and health within Michigan's green industry, including landscaping, tree care, and related services. Through this partnership, MIOSHA provides MGIA members with safety and health resources, technical guidance and training opportunities, including chainsaw training. The alliance supports MGIA's efforts to raise awareness of workplace hazards and improve safety practices through events such as the annual MGIA Trade Show and other educational programs.



(Left to right) Michigan Safety Conference Board Chair, Debbie DeNapoli; MSC Executive Director, Denise McGinn; MIOSHA CET Director, Tarah Kile; MIOSHA Director, Bart Pickelman at the MIOSHA Alliance signing on Dec. 20, 2023.



Newly signed partnerships in FY24 provided opportunities for employers to enhance worker safety and health in Michigan's construction industry.

- CSM Group Inc — Kalamazoo Country Club Project:* On March 20, 2024, MIOSHA signed a partnership with CSM Group for the Kalamazoo Country Club. The project includes the addition of an 11-hole golf course and two-story clubhouse with amenities such as a bowling alley, multiple dining rooms and lounges, locker rooms, a tennis facility, swimming pools and a two-story parking deck.
 - CSM Group Inc — Kalamazoo Regional Education Service Agency Project:* On March 18, 2024, MIOSHA entered a partnership with CSM Group for the Kalamazoo Regional Education Service Agency (KRESA) Career Connect Campus, which will be a centralized facility that hosts most of Kalamazoo County's Career and Technical Education programs. The first phase consists of a two-story structure featuring high-bay spaces where students will master the skills of transportation and construction trades. Other labs and learning studios support
- advanced manufacturing, agriculture, animal sciences, culinary and hospitality, health sciences, information technology and supply chain management.
- Toebe Construction — US 127 Reconstruction from I-96 to I-496:* On June 17, 2024, MIOSHA entered a partnership with Toebe Construction for the project of reconstruction of US-127 from I-496 to I-96. The project will consist of the addition of a third lane on both north and south bound US-127. This project will include installation of underground piping and 18 bridges that will either be renovated or demolished then replaced.
- MIOSHA partnerships have demonstrated safer statistics than the rest of the construction industry when compared to national and state statistics, according to Bureau of Labor Statistics — Census of Fatal Occupational Injuries and Survey of Occupational Injuries and Illnesses.

SIGNATURE PROJECTS

OSHA Express

In Oct. 2023, Minnesota OSHA (MNOSHA) Compliance launched a new case management system, OSHA Express, replacing the federal OSHA Information System (OIS). OSHA Express offers several advantages over OIS, including:

- Full document and case file management capability
- Complete data migration
- Inspection file review capability
- Configurable forms and templates, workflows and data retention schedules
- Fully auditability
- Dashboard capability
- Exportable case files
- All reports available in real time
- Integration with Minnesota's financial system, SWIFT
- SOD/EOD data file transfer with federal OIS
- Customization to meet Minnesota-specific requirements
- Familiar interface to previous system, reducing training and transition time

Since its launch, MNOSHA has made several enhancements to OSHA Express. These include integrating higher penalties with the federal OSHA rapid response procedure; connecting to Minnesota's financial system, SWIFT, to enable online fine payments; and streamlining data migration for discrimination cases to federal OSHA, along with other administrative processes.

2024 LEGISLATIVE UPDATES

As the result of legislation passed in July 2024, MNOSHA saw updates to the following topics.

- **Surgical Smoke:** Beginning Jan. 1, 2025, health care employers must implement requiring surgical smoke evacuation systems policies, per Minnesota Statutes section 182.678. MNOSHA Compliance will enforce the requirement.
- **Ergonomics Safety Grant Program:** Effective July 1, 2023, this program awards matching funds up to \$10,000 to health care, meatpacking and warehousing employers under Minnesota Statutes section 182.677. One-time funding of \$2 million from the state's general fund is available for employers in these industries for projects designed to reduce the risk of ergonomic injury to their employees. Since the program's inception, 79 applicants have received a total of \$750,000. Funds will be available to these covered industries until June 30, 2026, or until all funds are exhausted.

MNOSHA is committed to maintaining a strong, well-trained workforce.

HIRING AND TRAINING

Over the past two years, the agency has increased hiring of safety investigators and industrial hygienists to ensure all workers in Minnesota have a safe and healthy workplace.

New investigators bring a wide range of safety and health experience. After being hired, they complete MNOSHA's extensive training program, which includes classroom instruction, review of federal and state standards, and on-the-job investigative observation and participation. Investigators also attend in-depth courses through the federal OSHA Training Institute (OTI). Throughout their training, new hires are paired with experienced staff for mentoring and are closely supervised by trainers. Continuing education courses are provided throughout their careers.

In FFY24, MNOSHA focused on expanding its field staff, hiring 13 new employees — bringing the two-year total to 26. This included the addition of a full-time discrimination investigator and a new discrimination supervisor, increasing the team to three investigators to handle the increase in intake.

MNOSHA also hired a new supervisor to lead its training group. The role oversees hiring,

classroom and field training for new and existing investigative staff members. The addition of this position has helped streamline the hiring process among the various units, such as the Department of Labor and Industry's Financial Services and Human Resources, and Minnesota's enterprise-wide Minnesota IT Services.

To further support staff development, MNOSHA created and filled a new industrial hygienist training officer position. This role supports general training needs and focuses on training new staff in equipment use, sampling methods and the development of industrial hygiene reports. Together, the training supervisor and industrial hygienist training officer strengthen MNOSHA's ability to mentor and develop its workforce.

MNOSHA continues to invest in professional development by utilizing OSHA Training Institute courses for investigative staff. In FY24, the agency provided on-site, state-specific training and enrolled staff in 23 OTI courses, both in person and virtually. A total of 52 staff members participated, and MNOSHA hosted two OTI classes in Minnesota. These efforts underscore the agency's commitment to maintaining best-in-class training for its field staff.

SAFETY GRANTS

The Minnesota Department of Labor and Industry's MNOSHA Workplace Safety Consultation (WSC) administers the state's Safety Grant Program, which provides reimbursement funding grants of up to \$10,000 to employers incorporating hazard controls designed to reduce workplace injuries and illnesses while enhancing workplace safety and health.

This entirely state-funded grant program operates on Minnesota's fiscal year (July through June) and is structured in into six two-month cycles. As part of the application process, grantees must provide detailed information about their project, including a hazard assessment and a description of how the project will improve employee safety and health.

Grant applications are ranked and scored individually, with priority consideration given to industries with significant hazard exposures. Effective April 16, 2025, priority will be given to projects addressing:

- Cave-in protection (excavation and trenching)
- Grain-handling hazards
- Fall prevention in residential construction
- Struck-by and crushed-by prevention (e.g., backup cameras)
- Workplace violence hazards (public sector)
- Health hazard reduction (e.g., ventilation and engineering controls)



In FY24, WSC received 244 applications and awarded more than \$700,000 in grants to 130 applicants. Funded projects included:

- Fall protection systems
- Trench boxes
- Boom-supported aerial lifts
- Fixed ladder cages
- Exhaust ventilation systems
- Ergonomic material-lifting equipment
- Respiratory protection and other PPE
- Patient-lifting devices
- Hazardous-atmosphere detection equipment

When considering potential future impacts of the Safety Grant Program, WSC expects to continue endorsing impactful projects to bolster workplace safety and health outcomes for workers across Minnesota.

EMPHASIS PROGRAMS

In FFY24, MNOSHA conducted 781 programmed inspections — 99% of which were under 17 local and national emphasis programs. Local emphasis programs targeted the public sector, foundries, grain facilities, meatpacking, occupational noise and the state's top 50 health hazards.

Using the health care emphasis, meat packing emphasis and the national warehouse programs, MNOSHA Compliance continues to conduct ergonomics inspections in these covered industries. The ergonomics statute, which became effective January 2024, requires a written program, annual evaluation, employee training, employee involvement, reference to the ergonomics program in the A Workplace Accident and Injury Reduction (AWAIR) program and maintenance of specific records, including a log of musculoskeletal disorders, a first aid log and training certification. All employers covered by this statute are prohibited from maintaining any program, policy or practice that discourages employees from reporting injuries, hazards or safety and health standard violations, including ergonomics-related hazards and symptoms of musculoskeletal disorders.

Warehouse workers lobbied the state Legislature for rules to be put in place to keep them from having repetitive-stress injuries. State legislators felt their concerns were valid and needed to be addressed. From when these statutes were put in place, 72 citations have been issued involving the new statutes involving ergonomics and warehouse worker distribution worker safety.

ENFORCEMENT

[Your Lake Aquatic Plant Management, LLC](#)

Six employees were performing underwater weed removal when one worker failed to resurface. The worker was later found deceased 15–20 feet underwater with their regulator out. MNOSHA Compliance cited the employer for lacking:

- Dive team member training
- CPR training
- A designated dive-site employee
- A safe practice manual
- A standby diver

MNOSHA issued five willful citations totaling \$730,369 — the largest penalty issued to date.

This was the second workplace fatality involving scuba diving equipment in aquatic weed removal since June 2022. In response, MNOSHA issued a hazard-notification letter in July 2024 to employers in the industry, outlining compliance requirements under Subpart T of the Commercial Diving Standard (29 CFR 1910). The letter also encouraged employers to seek free consultation services from WSC.

[Wayne Transports, Inc.](#)

An employee was found deceased at the bottom of a ladder inside a tank trailer. MNOSHA issued 12 serious citations, including 10 permit-required confined space violations, and cited the employer for lack of a safety committee and missing safety data sheets. Nine citations were classified as “cause and contribute.” Total penalties amounted to \$621,600.

Smith Foundry Company, Inc.

Following a referral from another government agency, MNOSHA cited the employer for:

- An inadequate respiratory protection program
- Lack of hazard communication training
- Three overexposure violations
- Failure to conduct initial exams for employees exposed to crystalline silica
- An incomplete crystalline silica program

MNOSHA Compliance issued seven serious citations, with \$15,300 in penalties.

Performance Food Group, Inc. dba Performance Food Service

This health inspection was part of the Warehousing National Emphasis Program. MNOSHA issued six serious citations and one nonserious citation — totaling \$32,550 — for lack of fall protection and multiple violations of Minnesota Statutes 182.677 (ergonomics).

Amazon Warehouse

In April 2024, MNOSHA Compliance issued two serious citations, including a general duty clause violation related to ergonomic hazards and one violation of the warehouse distribution worker safety law. The inspection found Amazon did not protect employees from ergonomic hazards while selecting, sorting, packaging and shipping products in the outbound process and Amazon Fulfillment Engine.

Additionally, warehouse employees were required to meet production quotas without being provided written copies of those quotas in advance. Amazon has contested the citations.

OUTREACH

Presentations

In FFY24, MNOSHA Compliance conducted 80 presentations reaching 3,558 participants. MNOSHA continues to offer both virtual and in-person presentations and remains focused on improving communication with immigrant and other hard-to-reach employers and employees. The agency employs investigators fluent in English, Somali and Spanish and provides written outreach materials in multiple languages in coordination with the Department of Labor and Industry's community services representative.

Construction Seminars

MNOSHA Compliance conducted five construction seminars during FFY24, attended by 395 participants. The Construction Seminar series was developed to help construction industry staff responsible for worksite safety and provides a platform to stay current on MNOSHA standards. Seminars, offered both virtually and in person, allow participants to engage with speakers, peers and MNOSHA investigators. Topics included mental health in construction, excavation safety, mobile elevating work platforms, crane safety and silica hazards.

Safety Lines Newsletter

MNOSHA's quarterly newsletter, Safety Lines, featuring timely safety and health topics such as grain-bin hazards, safety grants, workplace safety consultation outreach, injury and illness recordkeeping, partnerships, rulemaking updates, carbon monoxide risks during winter, heat stress in summer and protections for young workers.

PARTNERSHIPS

Minnesota STAR (MNSTAR) Program

At the close of FY24, the MNSTAR Program had 36 active worksites – one in construction and 35 in general industry. Two companies achieved initial certification, two received full recertification and one employer withdrew from the program.

General industry participants had a three-year (2021–2023) average total recordable case rate 69% below the national rate and a “days away, restricted or transferred” (DART) rate 77% below the national average. The construction participant reported rates 20% below the national average for total recordable cases and 27% below the DART rate.



Minnesota STAR (MNSTAR) Program participant.

Partnerships with Construction Contractors

MNOSHA has construction safety and health partnerships with the Minnesota Chapter of Associated Builders and Contractors (MN ABC) and Associated General Contractors (AGC) of Minnesota to help reduce the number of injuries, illnesses and fatalities in the construction industry.



Partnership with Construction Contractor.

In both programs, the partnership is managed by the association and has three levels. Level 1 requires the employer to maintain the minimum requirements of a safety and health program. Level 2 requires a more comprehensive safety and health program. Level 3 is MNOSHA’s Cooperative Compliance Partnership (CCP) program, whereby MNOSHA will provide compliance assistance for a specific project. To qualify, contractors must be at Level 2 for a minimum of one year and can then apply for participation in the CCP program for construction projects expected to last at least six months, but fewer than 18 months.

In FY24, MNOSHA partnered with 59 AGC and 27 ABC contractors at 20 Level 3 construction sites. The agency also continued its partnership with the Minnesota Department of Transportation and the Ames/Kraemer Joint Venture on the I-35/I-535/Highway 53 Twin Ports Interchange reconstruction project in Duluth, which began in October 2020 and is scheduled through fall 2025.

MNOSHA’s partnership director also holds quarterly meetings with Level 3 contractors focused on accident prevention and sharing of best practices across participating employers.

MISSION

The mission of Nevada Occupational Safety and Health Administration (Nevada OSHA) is to promote the health and safety of Nevada employees and public by providing workplace safety consultation and training, conducting inspections to ensure proper safety and health procedures are being followed, and confirming that injured employees are properly cared for following workplace accidents. Nevada OSHA has protecting employees since the initial approval on Jan. 4, 1974.

SIGNATURE PROJECTS

Nevada OSHA Adopts Heat Regulation – LCB File No. R131-24

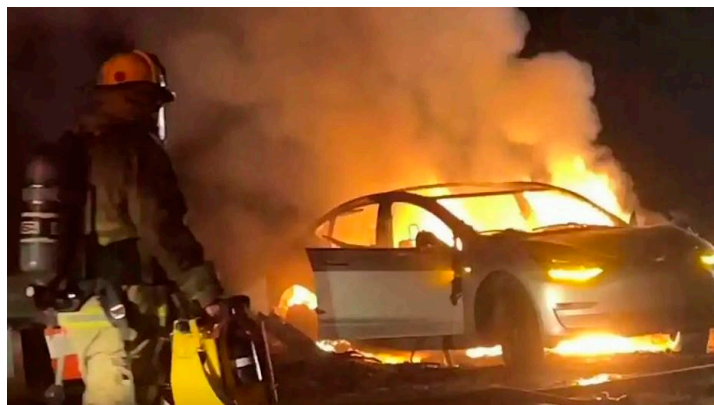
Nevada OSHA adopted a heat stress regulation as LCB File No. R131-24. The regulation requires employers to:

- Evaluate work environments for potential heat stress exposure.
- Designate individuals to coordinate emergency medical response.
- Provide heat-related hazard training to certain employees.

Nevada OSHA collaborated extensively with stakeholders to ensure the regulation was feasible and enforceable. Input from groups such as the Las Vegas Chamber of Commerce, the Associated General Contractors of Nevada and the Nevada Trucking Association led to broad consensus. The regulation passed with bipartisan support by a 10-2 vote.

State Emergency Response Commission Special Task Force on Lithium-Ion Battery Fire Response

Nevada OSHA's chief administrative officer joined local, county and state emergency responders and enforcement agencies to identify gaps and best practices in lithium-ion battery emergency response.



Firefighter in front of burning car in lithium-ion battery fire.

Heat Stress Emphasis

Nevada's Safety Consultation and Training Section (SCATS) supported OSHA's National Emphasis Program on heat stress, developing and presenting seven three-hour training sessions and three off-site presentations for public and private employers.

Training and Education

SCATS' website, 4safenv.state.nv.us, offers 24/7 access to training registration, safety resources and event information. SCATS empowers employers and employees to build safer workplaces through both in-person and online offerings.

Safety and Health Practitioner Certificate Program

Now in its 18th year, Nevada OSHA's Safety and Health Practitioner Certificate Program continues to expand, helping both new and experienced professionals enhance their understanding of Nevada and federal OSHA safety and health standards.

The curriculum is designed for a wide range of occupational settings, including manufacturing, construction, service industries and government agencies. The program also supports employers with limited resources and workers with restricted schedules.

After 18 years, the program continues to grow in relevance by introducing newcomers to the realm of safety and updating those with varying levels experience to new or more advanced areas that are constantly emerging.

To complete the program, participants must complete 27 SCATS training programs within three years. Classes are offered in person and online, covering OSHA standards and practical skills to strengthen workplace safety and health responsibilities.

During FY24, 224 students enrolled in the program — a 22% increase from the previous year — and 48 students graduated. As of Sept. 30, 2024, a total of 3,852 students had enrolled in the program since its inception in 2007, with 1,201 graduates to date.

PARTNERSHIPS

Recognition Programs

Of the more than 80,000 employers in Nevada, only 34 employers currently hold SHARP status, and 10 companies are Voluntary Protection Program (VPP) sites.

The Safety Consultation and Training Section has overseen the VPP program since 2017. In FY24, one VPP renewal was completed, and one VPP site failed its audit.

Employers participating in SHARP and VPP benefit from reduced injury rates, lower workers' compensation costs, improved morale and retention, and stronger communication between workers and management.

SHARP Success Story

Do It Best's distribution center in Mesquite, Nevada — supplying hardware across eight states and internationally — has participated in SHARP since May 2015 and renewed in July 2023. A success story was published in June 2024.

Safe Partner Awards

Since 2006, SCATS has recognized employers demonstrating a strong, ongoing commitment to workplace safety through its Safe Partner Award. The award is given to employers that consistently utilize a range of SCATS services over time. Recipients are publicly acknowledged through the program's recognition efforts and publicity.

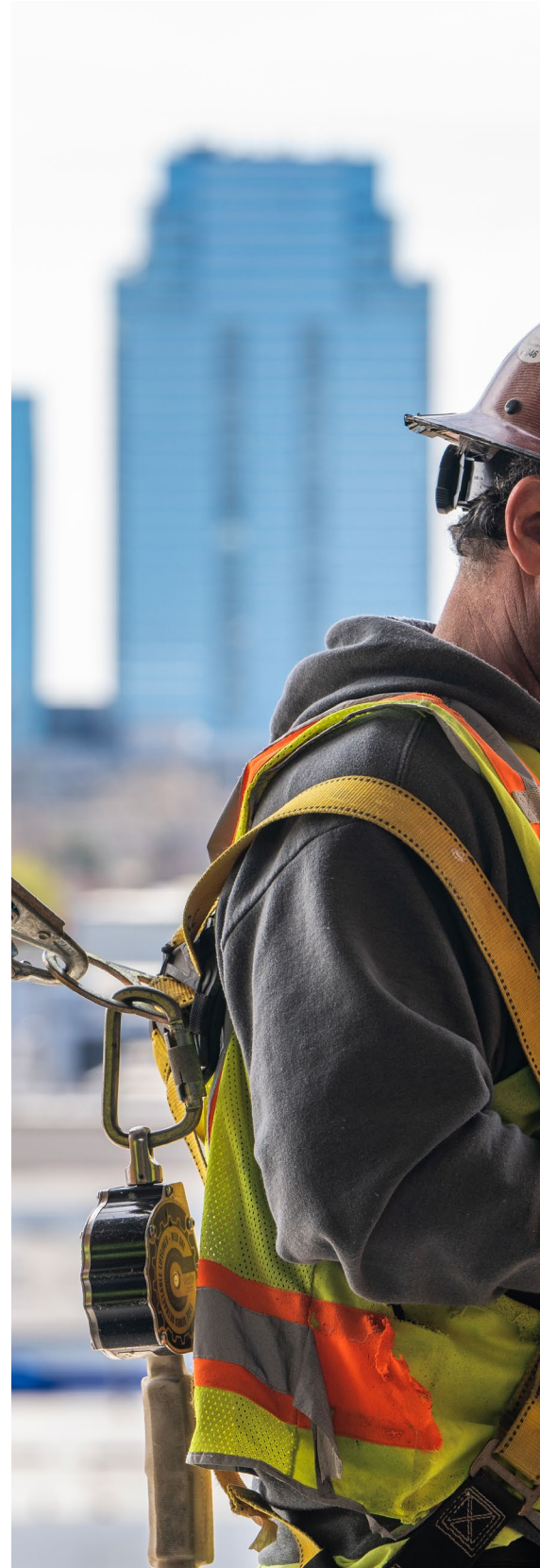
In April 2024, Plenium Builders was recognized as a SCATS Safe Partner. The company is a general contractor that collaborates with design partners to construct commercial buildings and custom homes. Plenium Builders has worked with SCATS since 2021.

In July 2024, Wellness Orchards of Nevada, a cannabis cultivation facility, was also recognized. The company has partnered with SCATS since 2019.

ENFORCEMENT

Top 10 Cited Standards

- 1910.212(a)(1) — Machine guarding
- 1910.303(b)(2) — Electrical listing and labeling
- 1910.1200(h)(1) — Hazard communication training
- 4. 1910.1200(e)(1) — Hazard communication program
- Nevada Revised Statutes 618.376(1) — Rights and responsibilities
- 1910.151(c) — Emergency Eye Wash
- LCB File No. R069-20 (approved Apr. 11, 2022)(2) — ANSI Adopted Emergency Eye Wash
- 1910.134(e)(1) — Respirator medical evaluation
- Nevada Revised Statutes 618.375(1) — General Duty Clause
- 1910.305(b)(2)(i) — Covers for pull boxes, junction boxes, and fittings





Violations

- Serious — 1,051
- Other-than-serious — 847
- Regulatory — 37
- Total violations issued — 1,999

Noteworthy Case Citations

- *\$4.14 million — Failure-to-abate inspection:* 13 FTA-serious, 40 willful-serious, 10 serious, 6 other-than-serious. This employer had also been cited eight months prior with penalties totaling \$905,462.
- *\$283,023 — Falls, unguarded machines and electrical hazards:* one willful-serious, two repeat-serious, one other-than-serious.
- *\$233,901 — Amputation-related incident:* two willful-serious and one serious; citations included LOTO and machine guarding issues.
- *\$228,269 — Failure-to-abate:* eight FTA-serious and six FTA-other-than-serious citations.

ENFORCEMENT STAFF INTERNAL TRAINING

Nevada OSHA safety and health officers received numerous training courses in conjunction with other states, though OSHA Training Institute and other third-party trainers. Topics included Process Safety Management, industrial noise, steel erection and confined space entry, with hands-on sessions to improve hazard recognition and enforcement readiness.

WHISTLEBLOWER

Nevada OSHA's Whistleblower Investigation Program is parallel to section 11(c) of the OSH Act.

FY24 ACTIVITY

- 112 complaints administratively closed
- 66 investigations opened
- 9 docketed and dismissed
- 60 cases closed (38 dismissals, 11 withdrawals, 8 settlements)
- \$23,406.53 in recovered lost wages

OUTREACH

Nevada's OSHA enforcement and whistleblower divisions continue to prioritize community outreach. Enforcement representatives attended "Committed to our business community" to meet with local business owners and presented at the American Society of Safety Professionals (ASSP) September virtual meeting.

Nevada OSHA spoke to high school students at career and technical education schools within the Clark County School District to emphasize worksite safety and employee rights. The agency is placing a continued focus on reaching students in vocational and technical programs to ensure they are informed of their rights before entering the workforce.

Nevada OSHA's Chief Administrative Officer and agency representatives provided insight into the inspection and appeals process at the Associated General Contractors of Nevada's quarterly meeting.



Enforcement representatives meet with local business owners at local event.



Worksite safety demo at a local career and technical education school.

SCATS HIGHLIGHTS

Social media

Used for safety tips, event promotion, state and federal regulation updates. We help start conversations about making workplaces safer.

17 Safety spotlights

Covered regulatory updates, safety guidance and general awareness topics. clarification letters from NV OSHA Enforcement and general safety communication.

13 Press releases issued

Promoted VPP recipients, heat illness regulation, public workshops and enforcement guidance.

55,791 unique visitors to our website

More than 200 daily users reference SCATS resources

19 OSHA 10-hour classes taught

The Nevada Legislature requires workers in four specific industries to obtain OSHA 10-hour cards. SCATS offers these classes free of charge on a regular basis to help employees meet this requirement.

8 OSHA 30-hour classes taught

The Nevada Legislature requires four specific industries to obtain OSHA 30-hour cards. To support compliance, SCATS regularly offers these classes at no cost to employers and employees.

192 total classes reaching 5,276 students

Reinforcing SCATS' belief that education is the most powerful tool for keeping workers safe.

SIGNATURE PROJECT

In FY23, the Public Employees Occupational Safety and Health (PEOSH) program committed to enhancing staff development and training — and in FY24, that commitment paid off. PEOSH compliance staff attended 13 OSHA Training Institute courses, including:

- Initial Compliance
- Introduction to Safety Standards
- Accident/Incident Investigation
- Investigative Interviewing Techniques
- Whistleblower Investigation Fundamentals
- Written Communication for Whistleblower Investigators
- Longshore and Marine Terminal Processes
- Machine Guarding and Hazardous Energy Control
- Whistleblower Complaint Resolution
- Excavation, Trenching and Soil Mechanics
- Applied Welding Principles

PEOSH also partnered with the Rutgers University Atlantic OSHA Training Center to provide four additional courses, including Permit Required Confined Space Entry and Job Hazard Analysis. Staff also completed powered industrial truck and elevated work platform training with United Rentals.



Staff training with United Rentals.

PEOSH remains committed to high-quality, ongoing training — viewing it as the foundation of an effective enforcement program and a key part of developing the best-trained compliance staff possible.

ENFORCEMENT HIGH PROFILE INVESTIGATION

In January, PEOSH Compliance Officer Steve Matthews investigated a worker fatality at a county-operated recycling facility. According to the investigation, public employees had been directed to separate newly delivered 40-yard roll-off container units supplied by a private-sector vendor. Each set of two containers was delivered facing opposite directions with overlapping side walls. Unsecured doors — measuring 84 inches high by 92 5/16 inches wide — were stored inside each set and required installation.

Following the employer's established practice, employees used a roll-off truck to lift and separate the containers. The upright container was pulled out from beneath the second, which still held the doors. In a two-step process, a chain hooked to a bucket loader's swing arm would be used to tip and then right the second container.

At the time of the incident, the container had already been pulled onto its side and was hooked for the second movement. As the loader began to upright the unit, an employee stepped onto the container's right side wall and entered it. The equipment operator was unaware the employee was inside. In the four seconds it took to flip the container, the unsecured doors shifted and struck the employee, pinning him against the opposite wall. He was found with the doors from both units pressed against his chest.

PEOSH issued an Order to Comply — now a Final Order — citing two violations:

- *29 CFR 1910.132 (Personal Protective Equipment)*
- *PEOSH General Duty Clause, referencing ANSI Z245.30-2008 – Equipment Technology and Operations for Wastes and Recyclable Materials Waste Containers*

EMPHASIS PROGRAMS

In a significant update to its Five-Year Strategic Plan, PEOSH removed fire departments from its list of targeted sectors and added transportation employers. A key focus was New Jersey Transit — the nation’s third largest provider of bus, rail and light rail service — operating approximately 2,221 buses, 1,231 trains and 93 light rail vehicles. Through this emphasis program, PEOSH conducted inspections to ensure compliance with New Jersey’s Motorbus and Passenger Rail Service Employee Violence Protection Act, a newly enacted law aimed at protecting transit workers. This effort resulted in 10 inspections and 57 serious violations of OSHA and PEOSH standards. PEOSH also continued its Grounds Maintenance Local Emphasis Program, focusing on mower and tractor safety, which began the prior fiscal year.

OUTREACH AND COMMUNICATION

During Safe + Sound Week, the New Jersey Department of Labor and Workforce Development — through its Division of On-Site Public Employees’ Occupational Safety and Health Consultation Program — and in partnership with the New Jersey State Industrial Safety Council, presented the New Jersey Governor’s Occupational Safety and Health Awards to three public-sector employers.





The award recognizes public employers that demonstrate a strong commitment to improving workplace safety and health through participation in the PEOSH Consultation Program. In 2024, the following employers were honored for their high level of commitment to occupational safety and health, and for implementing effective programs in coordination with PEOSH Consultant Darcea Messier:

- Borough of Pitman Public Works/Water and Sewer
- Stafford Township Volunteer Fire Company
- Stafford Township Police Department

The 2024 ceremony marked the 95th anniversary of this prestigious award.

PARTNERSHIPS

PEOSH continued hosting quarterly meetings of the New Jersey PEOSH Advisory Board, providing valuable opportunities to engage with from state agencies, county governments, municipal employers and members of the public. PEOSH also continues to regularly attend meetings of the New Jersey State Fire Commission, New Jersey Firefighter Health and Safety Advisory Council and New Jersey State Industrial Safety Council. PEOSH holds two seats on the New Jersey Firefighter Health and Safety Advisory Council, where it represents the disciplines of occupational safety and health. These ongoing partnerships help enhance the delivery and impact of the PEOSH program.

COMPLIANCE ASSISTANCE AND OUTREACH

Farmworker workshops

The New Mexico Occupational Health and Safety Bureau (NM OHSB) participated in farmworker workshops organized by New Mexico Workforce Connection in the southern New Mexico communities of Deming, Anthony and Hatch.

The workshops provided information about available resources and services for the farmworker community. More than 400 farmworkers and representatives from agencies and organizations attended, with information presented in both Spanish and English. NM OHSB Consultant Brent Boden and Compliance Assistance Specialist/Voluntary Protection Program (VPP) Coordinator Isidro Herrera presented state-specific agriculture regulations (11.5.4 NMAC).

NM OHSB also emphasized heat stress prevention for farm workers and distributed posters, Employee Rights and Employer Responsibilities materials, and fact sheets to attendees.

OSHA Region 6 annual updates in El Paso, Texas

Compliance Assistance Specialist/VPP Coordinator Isidro Herrera attended the Annual OSHA Updates for Region 6 in El Paso, coordinated by Federal OSHA and the Risk Management Institute at El Paso Community College. The event, supported by an Alliance Agreement, hosted more than 250 attendees. OSHA Area Director Diego Alvarado Jr. and Compliance Assistance Specialist Abraham Arzola presented updates on fatality rates, penalties, recordkeeping, and employer/employee rights.

OHSB supports federal OSHA VPP onsite evaluation

OHSB participated in the Federal OSHA VPP audit of Raytheon Mission Capability Verification Center in White Sands. Raytheon's White Sands missile range supports system operations, maintenance, missile processing, and testing activities. Compliance Assistance Specialist Isidro Herrera assisted with the onsite evaluation.

OHSB presents safety and health information with Somos Un Pueblo Unido

Through an Alliance Agreement, NM OHSB Compliance Assistance Specialist/VPP Coordinator Isidro Herrera conducted presentations on common workplace hazards, construction hazards, falls, forklifts, agricultural safety, heat stress prevention, and deferred compensation. The presentations were held in Santa Fe and Gallup in partnership with Somos Un Pueblo Unido, a statewide immigrant-based racial and worker justice organization.

COMPLIANCE AND ENFORCEMENT

American Equipment Manufacturing, Inc.

On Sept. 6, 2023, NM OSHA opened a health inspection following the hospitalization of an employee who fell from a ladder while spraying epoxies inside a steel storage tank. The facility, located in Farmington, supports the oil and gas industry and falls under the Primary and Fabricated Metals State Emphasis Program. A subsequent safety inspection was opened on Nov. 16.

These inspections required significant coordination among NM OSHA staff and with the employer. As a result of both inspections, NM OSHA issued sixteen serious citations for multiple workplace hazards, including:

- Overexposure beyond permissible exposure limit (PEL), 8-hour time weighted average (TWA) to n-Butyl alcohol.
- Occupational noise exposure above action levels without developing and implementing a hearing conservation program.
- Failing to provide adequate respiratory protection medical evaluations to determine employee's ability to use a respirator, before the employee is fit tested or required to use the respirator.
- Failing to ensure employees using a tight-fitting facepiece respirator pass an appropriate qualitative fit test (QLFT) or quantitative fit test (QNFT).
- Confined space program deficiencies including not having a permit space program required to protect against atmospheric and physical hazards.

- Lack of effective information and training on hazardous chemicals used in the epoxy spray coatings being applied to the interior of the above ground steel storage tanks.
- Improperly stored compressed gas cylinders.
- Failing to provide adequate emergency eyewash stations.
- Failing to provide safety guards on portable grinders.
- Obstructed/inaccessible electrical breaker panels.
- Damaged flexible electrical extension cords.

Sixteen serious and one other-than-serious citation were issued. Penalties totaling \$56,147 were initially issued. The citations were contested, and an Informal Administrative Review resulted in settlement terms amenable to both NM OSHA and the employer.



Exterior side view of one above ground steel storage tank being fabricated by the employer.

City of Roswell water utilities

On Oct. 21, 2023, NM OSHA initiated a safety investigation following a fatal excavation collapse involving a city employee in Roswell. The incident occurred during an on-call response by the water utilities department as employees were repairing a fractured water main. The investigation fell under both the Construction State Emphasis Program and the National Emphasis Program for Trenching and Excavation.

NM OSHA issued four willful-serious citations to the public sector employer due to multiple workplace hazards identified during the inspection, including:

- Lack of adequate training on excavation hazard recognition and control methods.
- Failure to implement adequate protective measures, including support or shield systems, cave-in protection, water accumulation prevention and safety lifelines.
- Absence of required excavation inspections by a competent on-site person.
- Lack of an excavation cave-in protective system.



Excavation collapse

An additional serious citation was issued for failure to provide a safe means of egress from the excavation.

Initial penalties totaled \$637,311. The employer contested the citations, and NM OSHA has conducted an Informal Administrative Review. Settlement negotiations are currently ongoing.

AerSale Landing Gear Solutions

On May 8, 2024, NM OSHA opened a health inspection after an employee allegedly inhaled airborne plastic dust while media blasting airplane landing gear components. The process involved removing original paint and primer known to contain cancer-causing chemicals. The complainant alleged the exposure resulted in a lung infection that progressed to pneumonia, ultimately leading to the employee's death.

The employee's exposure to contaminated respirable plastic and walnut shell particles occurred in and around walk-in and glove box media blasting units at the AerSale Landing Gear Solutions facility in Rio Rancho. This work required the use of supplied-air respirators with an assigned protection factor of 1000. The facility specializes in the overhaul, modification and repair of transport-category aircraft landing gear and components. The inspection, categorized under the State Emphasis Program (SEP) for Primary and Fabricated Metals, was initiated as a possible work-related fatality investigation.

NM OSHA collaborated with medical officers from the Office of Occupational Medicine and Nursing within OSHA's Directorate of Technical Support and Emergency Management. The investigation included a review of medical records and coordination with the New Mexico Office of Medical Investigations and New

| DETAILED FINDINGS | | | | | |
|---------------------|--------|-------|------------|------------------------|-------------|
| ANALYSIS & COMMENTS | RESULT | UNITS | RPT. LIMIT | SPECIMEN SOURCE | ANALYSIS BY |
| Cadmium | 170 | mcg/L | 5.0 | 001 — Subclavian Blood | ICP/MS |
| Chromium | 5.8 | mcg/L | 1.0 | 001 — Subclavian Blood | ICP/MS |

Laboratory Analysis of Postmortem Subclavian Blood for Cadmium and Chromium

Mexico Scientific Laboratories to conduct postmortem blood testing for cadmium and chromium. Results revealed cadmium levels far exceeding acceptable pre-death exposure thresholds.

Although NM OSHA and OOMN could not definitively conclude that the death was work-related — due in part to a concurrent Influenza B infection — findings from the expanded investigation identified several significant workplace hazards. Medical records indicated the cause of death was respiratory system failure due to diffuse alveolar hemorrhage and diffuse alveolar damage — conditions clinically associated with acute respiratory distress syndrome and, in some cases, cadmium pneumonitis. Cardiac arrest followed.

As a result of the investigation, NM OSHA issued ten serious citations for the following workplace hazards:

- Failure to conduct initial monitoring to determine 8-hour time-weighted average (TWA) exposure levels to chromium (VI).
- Failure to perform periodic monitoring for employees exposed to chromium (VI) above the permissible exposure limit (PEL).
- Failure to provide medical examinations within 30 days of initial assignment for employees working with chromium (VI).
- Failure to notify affected employees of industrial hygiene survey results within 15 working days.

- Failure to provide written notice and corrective action plans when exposure exceeded the PEL.
- Failure to develop and implement a written cadmium compliance program.
- Failure to provide appropriate changing rooms for employees handling cadmium-contaminated protective equipment.
- Failure to provide clean handwashing facilities, showers, and lunchrooms for employees exposed to airborne cadmium.
- Failure to conduct preplacement medical exams within 30–90 days of assignment for cadmium-exposed employees.
- Failure to establish and maintain a cadmium training program and retain training records.

Additionally, one other-than-serious citation was issued for:

- Failure to conduct periodic monitoring for cadmium exposure at or above the action level.

Notably, the employer had previously received five citations in 2019 for failing to establish and implement a written respiratory protection program with worksite-specific procedures for employees required to wear respirators.

Initial penalties totaled \$67,501, with multiple citations contested. Following an Informal Conference, NM OSHA and the employer reached a settlement agreement. The employer has since implemented the required abatement measures.

Drone program launch

In FY24, NMED/NM OSHA purchased five DJI Mavic 3T drones with optical and thermal imaging for use by our inspectors conducting program safety management inspections in the oil, gas and construction industries. Ten NM OSHA inspectors will complete a five-day drone operator training course through Drone University. The training will focus on practical knowledge of drone and camera operation, with photographic and videographic skill-building exercises. The training will be focused on preparing drone pilots to prepare for FAA Part 107 certification and improve data collection during complex inspections.



*Mavic 3T Enterprise
Series small
commercial drone*

Administration: Appropriate Placement Initiative

The New Mexico Environment Department (NMED) which oversees the Occupational Health and Safety Bureau (OHSB), completed a two-year initiative to improve recruitment and retention through department-wide salary adjustments. Known as “appropriate placement,” the effort began in FY22 and concluded in FY24.

The process involved reviewing employee experience, calculating adjustments, securing \$6.2 million in legislative funding, and issuing raises to all NMED staff. As a result, nearly all OHSB employees received significant pay increases, and the agency can now offer more competitive starting salaries.

The initiative is expected to boost retention and attract qualified candidates. Feedback from staff has been overwhelmingly positive, underscoring its impact on workplace satisfaction and stability.

Whistleblower Protection Program activities

In FY24, the NM OSHA Whistleblower Section made significant strides in improving its operations. To address the previous case backlog, the team added a new inspector and part-time screener to address a case backlog.

The team, led by Abinaya Chandran and formerly Karen Collins, made operational improvements and adopted a revised Whistleblower Instruction Manual. The new manual adopts many federal OSHA procedures while being tailored to New Mexico statutes and regulations. Its adoption ensures investigators follow clear, documented processes that are at least as effective as federal standards. Notably, Karen Collins has since retired, leaving behind a legacy of dedication and expertise.

A total of 57 cases were closed, reflecting the team’s commitment to timely and efficient case resolution. Additionally, 73 cases were docketed for further investigation, ensuring that reports requiring deeper scrutiny received the necessary attention.

Thanks to these strategic improvements and the team’s commitment, the Whistleblower Section successfully eliminated the case backlog — marking a significant milestone in operational efficiency.

OVERVIEW

The New York State Department of Labor's Public Employee Safety and Health Bureau (PESH) is responsible for protecting 1.2 million public employees across the state.

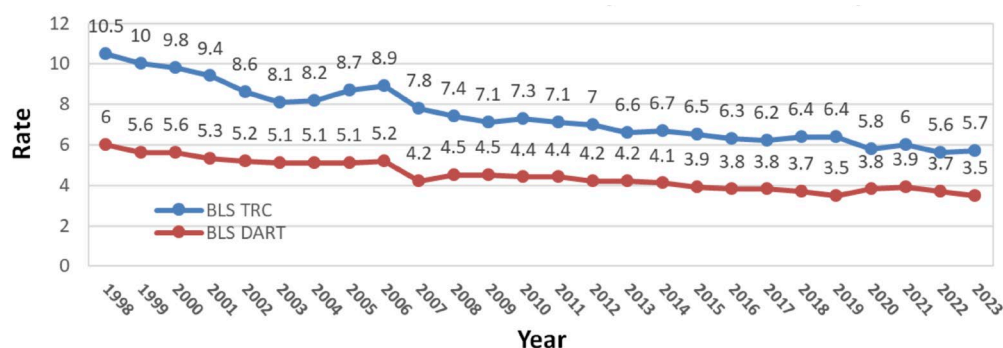
PESH staff conduct inspections, provide consultations and participate in strategic planning committees to reduce workplace injuries and illnesses in high-hazard public sectors. Currently, PESH maintains three strategic plan committees comprised of safety and health professionals from across the state:

- Police Protection (NAICS 922120)
- Fire Service (NAICS 922160)
- Health Care (NAICS 623110 — Nursing Care Facilities and 622110 — Hospitals)

PESH's long-term efforts have contributed to a measurable decline in injury and illness rates. According to data from the NYSDOL Office of Research and Statistics submitted to the U.S. Bureau of Labor Statistics, the Total Recordable Case (TRC) rate for state and local government employment in Calendar Year (CY) 2023 was 5.7 per 100 full-time equivalent workers, up slightly from 5.6 in CY 2022. The Days Away, Restricted or Transferred (DART) rate decreased from 3.7 to 3.5.

Both the TRC and DART have experienced an overall downward trend of declining rates since the inception of the Strategic Plans in 1998, when the TRC and DART were 10.5 and 6.0 respectively. Overall, the TRC has decreased 45.7% and the DART has decreased 41.7% over this period.

NYS – STATE AND LOCAL GOVERNMENTS



TRC – Total Recordable Case (Injury and Illness)

RateDART – Days Away, Restricted, or job Transfer Rate

During this period, the number of enforcement inspections continued to increase by a greater rate than the previous year, indicating that program improvements have been effective. We are pleased to report that PESH met their assigned plan goal for number of inspections conducted.

During FFY24, 38 PESH Compliance Safety and Health Officers conducted 1,032 inspections, an 18.6% increase from the 870 inspections conducted by 39 CSHOs in FY23. This year also saw a marked increase in the number of general duty, willful and Severe Violator Enforcement Program (SVEP) violations. When general duty clause citations were not warranted, PESH issued Hazard Alert Letters. There was also a dramatic increase in complaint, fatality and whistleblower activity.

With static staffing levels, these trends will present challenges over time. The police and healthcare strategic plans observed significant reduction in their injury and illness statistics and both the police and fire protection plans had dramatic increases in outreach and technical assistance activity. These metrics represent a trend in the right direction for enforcement and consultation.

While the program continues to advance, staffing challenges persist. PESH is working to increase and maintain staffing levels, manage transitions due to promotions and retirements, and support ongoing staff development. The “management of change” continues to be an overarching area of focus to support acceptance, integration and implementation of program changes. To improve program effectiveness and address recurring findings from the Federal Annual Monitoring Evaluation (FAME), department leadership has implemented significant procedural and cultural changes. These efforts support PESH’s long-term goals of:

- Continuously improving inspection and consultation quality
- Bolstering enforcement
- Serving customers
- Developing staff
- Increasing transparency
- Improving work processes to reduce lapse time

Recent achievements

- PESH issued its first SVEP case in November 2023, citing four willful violations in a struck-by work zone fatality.
- Improved fatality case timeliness: The Enforcement Case Coordinator now ensures consistent next-of-kin communication and case closure within six months. To further improve efficiency, an assistant was added to support the role.
- Formally separated enforcement and consultation program functions in January 2024, designating a Consultation Program Manager and partitioning the review process.
- The Central Intake Unit launched a new online complaint form, which was implemented in January 2024.
- Continued refinement of case management procedures to improve feedback and tracking.
- A project involving the standardization of field inspection forms was completed and the next step of digitizing the forms was started. Staff pilot tested software to increase user friendliness and effectiveness of iPads for field staff.
- Hired a new analyst in the New York City office to support administrative functions, OTI registrations, statistics generation and report production. The benefits of the new position in New York City continue to grow as this team member continues training, they are increasingly supporting district and statewide case management through weekly and monthly reporting, data analysis and enhancements to report quality and process efficiency.
- Hosted a statewide field staff training in April 2024 in Suffern, NY, emphasizing writing, interviewing and inspection procedures. A specially designed session titled “Assertiveness in Action: Strategies for Effective Enforcement Communication” was included. The training also reinforced inspection procedures and casefile documentation. It was tailored to bridge gaps between federal OTI training and PESH-specific implementation, while also addressing long-standing FAME, Corrective Action Plan and Comprehensive Annual State Plan Assessment issues.



ENFORCEMENT HIGHLIGHTS

Tree felling injury incident

A town highway worker was left paralyzed after being struck by a falling tree during a culvert preparation project in May 2024 — an incident now under the Severe Violator Enforcement Program.

Tree felling incidents remain a significant safety concern in New York State. Hazards such as overhead power lines, falling limbs, heavy machinery and insufficient safety measures pose significant risks. From 2020 to 2023, there were 243 tree care–related fatalities nationwide, an average of 61 per year, according to a review of OSHA fatality reports.

The incident occurred on May 1, 2024, when the employee was manually felling a standing dead ash tree of 17.5 inches in diameter as part of a culvert replacement project. As an excavator was used to influence the direction of the fall, the upper portion of the tree (approximately 25 feet in length) broke off and struck the employee. The worker suffered spinal trauma, broken bones, and was left paralyzed as a result.

PESH issued one non-serious, three willful-serious, and one willful-serious general duty clause violation. The violations referenced American National Standard for Arboricultural Operations - Safety Requirements (ANSI Z133-2017). Due to multiple willful-serious violations and evidence of employer indifference, the employer was placed in the Severe Violator Enforcement Program (SVEP).

As an interim corrective action, the employer ceased tree felling operations and hired a contractor. Additionally, the town hired Public Employer Risk Management Association (PERMA) to provide safety training and implement new procedures for chainsaw use, high-risk tree work, and operations near energized lines.

In response to the growing number of tree-related incidents, PESH plans to host a statewide tree safety workshop in Fall 2024 for municipalities and state agencies.



A falling tree during a culvert preparation project.



A modified tanker truck overturned down an embankment.

Highway worker killed in tanker truck rollover

On Sept. 28, 2023, a town highway department employee died when a modified tanker truck overturned. The truck was traveling downhill when it lost control on a downhill slope, crashed through several guardrails, and overturned down an embankment. The seat and driver were both ejected from the vehicle. The employee was pronounced dead at the scene. The truck was carrying more than 4,400 gallons of brine solution.

New York State Police cited four violations, including two for insufficient tire tread depth, one for a leaking inner wheel seal, and one for unsafe brake conditions. Although the tanker truck had been inspected the previous year, a PESH investigation revealed that the highway superintendent had instructed the repair facility to complete only specifically requested repairs and not to recommend any additional work.

PESH cited the town for a willful-serious general duty violation for failing to maintain the vehicle in safe operating condition. As a result, the employer was placed in the Severe Violator Enforcement Program.

In response, the town implemented a series of corrective actions. These include daily Driver Vehicle Inspection Reports, a requirement for employees to verbally report defects, and biannual inspections of all vehicles and heavy equipment — at least one of which must be a New York State–certified inspection reported to the Department of Motor Vehicles.

Employee killed emptying dumpster into refuse truck

A sanitation worker died after being struck by a dumpster that detached from a refuse collection vehicle during a routine operation. The fatality occurred as employees attempted to empty the container by hooking a winch cable to the end of the dumpster and tipping it into the truck's compactor unit. As the container was raised, a trunnion bar came loose from its cradle. The dumpster twisted, struck the employee's head, and fell on his leg. He died from his injuries at the hospital.

Investigators identified multiple hazardous practices: the truck's packing mechanism was operated while the container was suspended, the truck was moved with the container attached to the lift system, and locking mechanisms were not deployed to secure the container's trunnion bar.

PESH cited the employer for a willful-serious general duty clause violation. Because no specific standard covers this hazard, PESH referenced the manufacturer's instructions, equipment warning labels, and relevant American National Standards Institute standards. The case was processed under the SVEP.

Grain handling hazards found during port inspection

Following a complaint, PESH conducted an inspection at one of the largest ports on Lake Ontario, a U.S. deepwater port that primarily handles aluminum and grain shipments. The complaint involved employees entering large grain silos to clean out residual materials between commodity loads — a relatively rare scenario in public sector employment. This opportunity to investigate alleged hazards and improve working conditions highlighted another great aspect of the complaint process.

While ventilation and engineering controls were generally modern and effective, PESH identified several deficiencies. Citations were issued for violations related to respiratory protection, hazard communication, grain handling training, housekeeping and recordkeeping — each referenced under applicable maritime standards.

PESH also cited the port for failing to meet first aid requirements. Initially, the employer required respiratory protection. However, after respirable and total dust sampling showed exposure levels well below detection limits, the employer changed its policy to make respirator use voluntary.



A dumpster from a refuse collection vehicle.



Employee cleaning out residual materials from a large grain silo.



A private contractor using a full-lane road milling machine to remove the top layer of asphalt.



Noise levels at the helm of the newly acquired research vessel exceeds 90 decibels.

CONSULTATION

Silica exposure issue with enclosed cab equipment

A town employee was potentially overexposed to respirable crystalline silica during a Spring 2024 road milling project in a rural community. The employee operated a skid steer in the morning using a milling attachment, and in the afternoon used a hydraulic broom and collection hopper. A private contractor also worked at the site using a full-lane road milling machine to remove the top layer of asphalt in preparation for paving.

Full-shift air sampling on the town employee revealed a time-weighted average exposure of $60 \mu\text{g}/\text{m}^3$. While just over the permissible exposure limit ($50 \mu\text{g}/\text{m}^3$), the result was classified as a possible overexposure due to statistical variability. However, the result was clearly above the action level of $25 \mu\text{g}/\text{m}^3$.

Several contributing factors were identified: the employer was uncertain whether the skid steer's cabin filter met silica standard requirements, visible dust was present inside the cab, and workers had not received silica-specific training.

In accordance with the standard, follow-up sampling will occur during the next scheduled milling operation. In the meantime, the employer plans to implement improved housekeeping, verify filter specifications, and enhance training to reduce potential exposure.

Hudson River Sturgeon survey

In June 2024, PESH accompanied a marine research team from a state environmental conservation program during a sturgeon sampling operation on the upper Hudson River. The crew used specialized nets to capture adult sturgeon, which were brought onboard, measured, weighed, tissue sampled, tagged or verified, and then released back into the river.

Noise levels at the helm of the newly acquired research vessel exceeded 90 decibels during high-speed operation. PESH recommended that hearing protection be provided and sound-dampening materials be installed to reduce reflected noise.

Handling sturgeon, which can exceed 80 pounds, presented ergonomic challenges. A davit arm and mesh cradle were used to move the fish, but short, non-adjustable lifting straps made it difficult to maintain neutral body positioning. PESH recommended adjustable straps and suggested redesigning container shapes to improve mobility and reduce tripping hazards in the vessel's midsection.

PESH also emphasized the importance of emergency planning, including designating shoreline muster points coordinated with local responders and preloading them into the vessel's GPS.

This project provided a unique opportunity for collaboration with another state agency and laid the groundwork for future involvement in similarly specialized field operations.

Fire service outreach

In response to concerns from fire departments and fire service organizations about OSHA's proposed Emergency Response Standard, PESH conducted extensive outreach to ensure stakeholders were informed about the public comment and informal hearing process. Activities included mass email updates to stakeholder directories, responding to numerous inquiries and delivering presentations at state conferences.

Law enforcement strategic plan update

Injury and illness data for NAICS 922120 – Police Protection was collected by PESH in 2023 through injury and illness logs (SH-900) and summaries (SH-900.1) submitted by county sheriff's departments across New York. The data, which included only road patrol units and excluded corrections, was compared to the 2020 baseline.

A significant reduction was observed in both the Injury Rate and the Days Away, Restricted or Transferred (DART) Rate. PESH attributes these improvements to targeted outreach efforts, including consistent participation in New York State Sheriffs' Association (NYSSA) conferences.

PESH plans to continue its data collection efforts in FY25 by requesting calendar year 2024 logs and summaries from county law enforcement agencies. The bureau also remains engaged in direct outreach to police protection agencies through enforcement and consultation activities.



Marine research team handling sturgeon with adjustable straps.



Marine research team handling sturgeon.

SPECIAL EMPHASIS PROGRAMS

Workplace violence in schools rollout

PESH led outreach on the expansion of New York's Workplace Violence Prevention Law to primary and secondary public schools. The bureau developed a program template, training materials, frequently asked questions, and a fact sheet for employers. It also updated the Workplace Violence Prevention webpage and worked closely with stakeholders on implementation.

PESH conducted virtual meetings and webinars and delivered presentations for the New York State Education Department, NYS Charter Schools Association, Association of Educational Safety and Health Professionals (AESHP), and the CSEA Annual Health and Safety Conference. PESH also participated in expert panels with the Association of School Business Officials and the New York State Association of School Attorneys.

A series of seminars is planned for Spring 2025 in coordination with Utica National, AESHP/BOCES, and New York State United Teachers. PESH also plans to participate in a workplace violence expert panel at the National Organization of Lawyers for Education Associations (NOLEA) Conference in Washington, D.C.

Early and frequent outreach efforts have resulted in strong partnerships with education stakeholders statewide.

Strategic plan conferences

PESH maintained active participation in conferences hosted by organizations and agencies it supports. These events strengthened engagement with emergency services, schools, and public safety agencies. Notable conferences included:

- New York State Department of Transportation (NYSDOT) symposium
- New York State Sheriffs' Association (NYSSA) Committee on Policing and Safeguarding Schools (C-PASS) Conference
- NYSSA Summer Conference
- New York State Emergency Management Association (NYSEMA) and Local Emergency Planning Committee (LEPC) meetings
- Fire and Life Safety Educators' Conference hosted by the New York State Office of Fire Prevention and Control (OFPC)
- Firefighter Myth vs. Fact Presentations
- Association of Fire Districts Conference
- New York State Association of Fire Chiefs Fire Expo in Syracuse
- Firefighters Association of the State of New York (FASNY) Conference
- Vital Signs Conference, hosted by the New York State Department of Health

Other outreach

PESH maintained high compliance assistance activity in FY24, completing 248 activities. Key partners include:

- Empire State Safety Association – Membership consists of safety and health professionals such as safety officers, risk managers, human resource/personnel administrators, and workers compensation insurers. PESH consultants attend and present at biannual Education Day events whenever possible. Membership diversity further increased during this reporting period.
- Association of Educational Safety and Health Professionals – Safety and health professionals assisting school districts throughout NY through regional Boards of Cooperative Education Services (BOCES) organizations. This group has and will continue to be very valuable during the WPV rollout for schools.
- Clean, Green & Healthy Schools Steering Committee – A multi-disciplinary group of representatives dedicated to improving safety and health conditions in schools, including safety and health professionals, public health professionals, unions, and advocates for specific areas of concern.
- NYS Office of Employee Relations (formerly Governor’s Office of Employee Relations) – An effective conduit to provide up-to-date information and guidance to state agencies.
- Large public employee unions including the Public Employees Federation (PEF), Civil Service Employees Association (CSEA), New York State United Teachers (NYSUT), United Federation of Teachers (UFT), District Council 37 (DC37) and others.

SIGNATURE PROJECTS

The Consultative Services Bureau created a client testimonial video filmed at a long-standing Safety and Health Achievement Recognition Program (SHARP) site. The short video highlights the services offered through the bureau and gives employers a behind-the-scenes look at what happens during an on-site consultation. This project modernizes the Division's marketing strategy by using digital storytelling to reach employers through current communication channels. Testimonials emphasize the consultation process and the positive outcomes experienced by participating employers.



A behind-the-scenes photo of the CSB marketing video used to advertise consultative services.

ASP and CSP Exam preparatory course supports professional development

To promote professional development, the Education, Training and Technical Assistance Bureau hosted a five-day preparatory course for the Associate Safety Professional (ASP) and Certified Safety Professional (CSP) exams. Twenty OSH staff participated.

Standards with special requirements

To build on the existing "Which Standards Apply" webpages, the OSH Division added new pages to the North Carolina Department of Labor website highlighting general industry and construction standards with "special requirements." These include standards that mandate inspections and tests, written programs and plans, training, signage, documentation, and qualifications for competent or designated persons.

SPECIAL EMPHASIS PROGRAMS

North Carolina's five-year (FFY24–28) Strategic Management Plan focuses on industries that have the highest incident rates of injuries, illnesses, and fatalities. These industries are then placed into North Carolina's special emphasis programs (SEP) which currently include:

- Construction
- Logging and Arboriculture
- Long Term Care
- Warehousing and Storage and Related Product Distribution Industries
- Health Hazards (e.g., isocyanates, silica, beryllium, hexavalent chromium, lead)
- Food Manufacturing
- Amputations

Every year, as part of the SMP process, the OSH Division meets to discuss whether additions, removals or changes need to be made to the respective SEPs. This ensures that the OSH Division focuses on the industries that have the highest injuries, illnesses and fatalities in North Carolina.

ENFORCEMENT

In FY24, the East and West Compliance Bureaus conducted 1,686 safety and health inspections, eliminating 1,874 serious hazards. Inspectors issued 3,014 violations, with penalties totaling \$7.69 million. The Complaint Desk processed 3,946 complaints — 400 more than in FY23 — and 708 referrals and accidents, which resulted in 98 inspections and 610 investigations.

The Division investigated 48 work-related fatalities. Struck-by incidents were the most frequent, accounting for 42% of cases — an increase over falls, which comprised 32% in FY23 and 26% in FY22. Many struck-by cases involved pedestrians hit by vehicles or heavy equipment.



*Excavator used
by the employer.*



*Location where the
worker was cutting
when the fatal incident
occurred.*

NOTABLE INVESTIGATIONS

Tree-cutting fatality

A worker was killed in a residential cul-de-sac while clearing trees for a new building. The employer used an excavator to push over trees, while three workers measured and cut them into 16-foot-6-inch lengths and removed debris. The decedent was using a chainsaw to prune a fallen tree when he was struck by an 85-foot tree pushed over by the excavator. He was pinned beneath it after being hit in the head and torso. Before being notified of the incident, the employer felled another tree, which landed on top of the first.

Compliance officers measured the site and found that the tree that struck the decedent landed 63 feet from its base. The skid steer being operated by another worker was only nine feet from that tree, and 12 feet separated the skid steer from the excavator.

According to ANSI Z133-2017 — Safety Requirements for Arboricultural Operations, workers must remain at least 1.5 times the tree's height away during felling operations. The decedent and the other nearby worker were within the danger zone; at least 127 feet of separation was required.

The employer stated he began using the excavator to remove trees around 10 a.m. After felling the first group of trees, he paused to help two workers measure and cut them. One worker continued using a skid steer to move logs and debris. A third worker, who had been assisting the decedent, approached the employer to ask about log length. According to the employer, he responded to the question, checked to see who was nearby, and then pushed over two more trees — one of which struck the decedent. He believed the decedent was near the truck at the time.

The employer was questioned by the compliance officers on his knowledge of hazardous zones. According to the employer, a danger zone is any place where there is a blind spot, and that the excavator was surrounded by designated danger zones. He was also questioned about his knowledge of the words "safe zone" and "swing zone" and he defined a swing zone as the area where the boom moves and a



Skid steer positioned approximately nine feet from the tree felled by the employer.

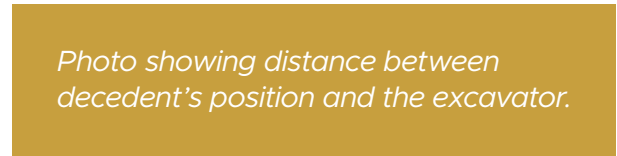


Photo showing distance between decedent's position and the excavator.

safe zone as the area where workers can see the operator when the excavator is operating. The employer explained that safe zones were created orally, and he would do this by shouting for workers to get out of the way before he felled a tree.

When questioned by compliance officers, the employer said he considered a “danger zone” to be any area with a blind spot around the excavator. He described a “swing zone” as the area where the boom moves and a “safe zone” as any area where workers can see the operator. He acknowledged that no formal system existed to mark these zones; instead, he would shout at workers to move before felling a tree.

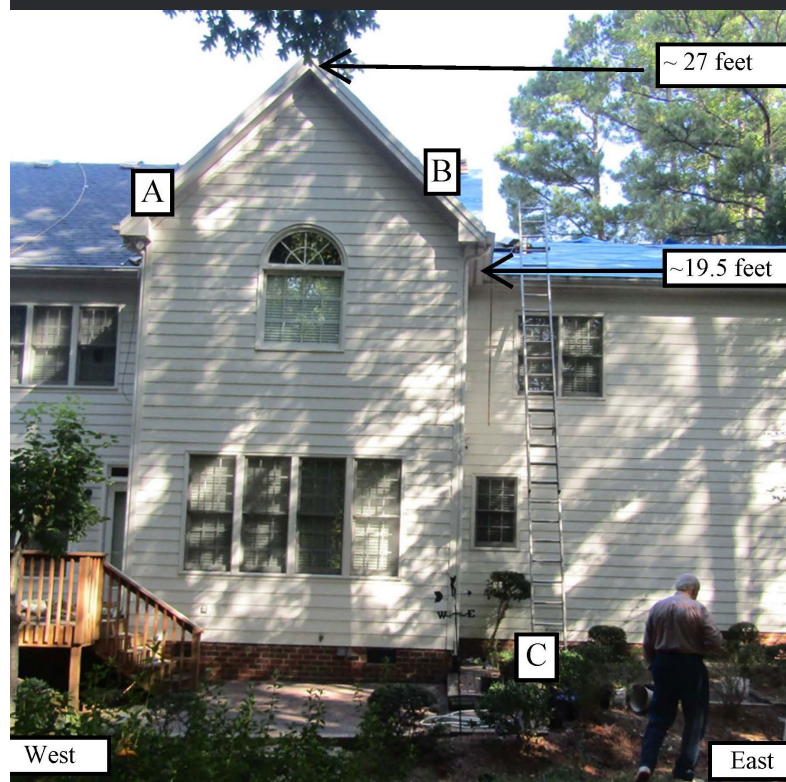
The employer also confirmed that no hand signals or communication methods were used to coordinate tree felling. He said he would look around, shout, or whistle to alert workers if they were in the path of a falling tree. When asked whether the excavator had a falling object protective structure (FOPS) or roll-over protective structure (ROPS), he said he was unfamiliar with the terms and only knew the cab was enclosed.

Workers on-site at the time of the incident told compliance officers they were unaware the employer was preparing to fell additional trees. They had not been informed of the hazards of tree removal or the need to maintain a safe distance of 1.5 times the height of the tree. The decedent was only wearing gloves at the time of the incident.

The Division cited the employer for five violations totaling \$16,517.90. The primary citation, issued under the general duty clause, was for failing to ensure that all personnel were positioned at least 1.5 times the height of the tree being felled. Additional citations included:

- A serious violation under 1926.21(b)(2) for failing to train workers to recognize tree removal hazards.
- A violation under 1926.95(a) for not requiring workers to wear leg protection while using chainsaws, such as chaps or cut-resistant pants.

SITE LAYOUT OF INCIDENT



- A Initial location where decedent was working
- B Decedent crossed over the ridge line and was working approximately three minutes before falling
- C Landing area

Note: Ladder in same approximate location as day of fall (day prior)

Locations are approximate

Fall from elevation

A 35-year-old roofer died after falling nearly 20 feet from a residential roof. The roofing company was hired to complete a two-day job to strip and re-shingle the home. At the time of the incident, the decedent was applying synthetic roof underlayment on a steep 12:12 pitch cross-gable roof. He wore both a body harness and a body belt, but only the belt was connected to a lifeline attached to an anchor at the roof ridge.

The employer was not present at the site when the incident occurred. The decedent had worked for the company for approximately five years. Three workers were re-roofing the residence, which involved removing old shingles, installing underlayment, and applying asphalt shingles with roofing hammers.

Roughly 20% of the roof had been re-shingled.

A 36-foot aluminum ladder had been set up on a brick paver patio at the rear of the home. A shingle hoist was positioned on the eastern side, and materials were staged along the front of the residence. Workers were equipped with body belts or harnesses, rope grabs, and hinge anchors.

According to the investigation, the decedent was working on the west side of the roof before crossing the ridge, flipping the vertical lifeline to the eastern side, and descending to the roof edge — approximately 19.5 feet high. When he pulled on the rope grab to move up, the steel snap hook disconnected from the anchor ring, and he fell to the patio below.

The snap hook was double-locking, spring-loaded, and forged steel with tarnishing and visible rivets. Tests revealed the safety lock was loose and could rest against a rivet, allowing the gate to open without activating the lock. This defect likely caused the hook to unintentionally open under tension.

The hinge anchor showed rust and wear around screw holes, but the welded D-ring was intact. The anchor was fastened directly to the ridge board using six 2-inch screws. A warning on the anchor read: “DO NOT side load (see instructions).”

The decedent was found to be wearing a body belt in which the robe grab was connected to the front leather rings in addition to a full body harness with the back of the D-ring overlying the body belt. The full body harness was worn but not used/connected.

The investigation found multiple safety failures:

- No jobsite inspection or training conducted by a competent person.
- Improper anchor point installation.
- PPE, including snap hooks, was not inspected for wear or function.
- Fall protection was not worn or connected correctly.
- Workers were not trained on how to inspect or use their fall protection equipment.

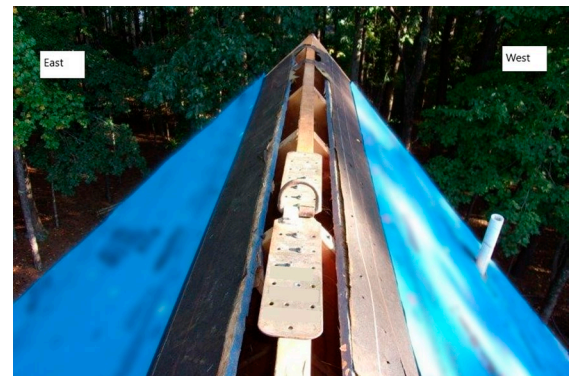
As a result, OSH cited the employer for seven serious and one non-serious violation. Total penalties amounted to \$21,602.80.

During FY24, ETTA’s Training Section offered a variety of courses at Compliance field offices and through webinars. Courses included:

- OSH #100 — Initial Compliance
- OSH #125 — Introduction to Health Standards for Industrial Hygienists



Locking clasp on rope grab.



Hinge anchor with warning label on roof.



Body belt used by the decedent.

- OSH #105 — Introduction to Safety Standards for Safety Officers
- OSH #141 — Legal Aspects
- OSHA Training Institute #2225 — Respiratory Protection
- Industrial Hygiene Basics
- Technical Writing/OSHA Express
- Significant Cases
- 8-Hour Hazardous Waste Operations and Emergency Response Refresher
- Human Trafficking
- Chainsaw Safety
- Combustible Dust
- Heat Stress Prevention
- Occupational Noise Exposure
- Scaffold Safety
- NFPA 70E
- Long-Term Care SEP
- Food Manufacturing SEP
- Logging and Arboriculture SEP
- Grocery and Related Product Merchant Wholesalers SEP
- Bloodborne Pathogens
- CPR/AED
- Additional safety and health webinars

Compliance officers also attended advanced construction courses on confined spaces and trenching and excavations, which included site visits to reinforce hazard recognition and safe work practices.

OUTREACH

Social Media

The Communication Division edits all materials printed by the Publications Bureau and publishes pertinent information to the department's website. In 2024, the division issued eight news releases and media advisories, covering SHARP and Star Program ceremonies, award winners, and other programs.

Platform highlights include:

- Facebook — +174 likes (from 2,449 to 2,623)
- X — +110 followers (from 2,305 to 2,415)
- Instagram — +83 followers (from 882 to 965)
- LinkedIn — +232 followers (from 284 to 516)

Since its launch in 2018, the Communications Division's Inside NC Labor podcast has continued to educate North Carolina residents on the department's role in state government. The division develops topics and coordinates with guests to release monthly episodes. In 2024, eight episodes were recorded and released. Since November 2018, the podcast has accumulated 8,582 YouTube views and is available on eight platforms, including Spotify, Apple Podcasts, Google Podcasts, Anchor, Breaker, Overcast, Pocket Casts and Radio Public.

Newsletters, Hazard Alerts, and Mailings

NCDOL publishes two newsletters — the Labor Ledger and the OSH Training Newsletter — to more than 20,000 combined subscribers. Hazard alerts are regularly shared, and a targeted outreach letter was sent to 36 construction employers with recent serious violations. Each letter included a USB drive with safety publications and training tools.

Library

The NCDOL Library supported staff and public patrons with over 500 information requests and 172 item loans. The library also offered streaming video training to 78 patrons and helped staff prepare for professional certifications.

Consultative Services

During FY24, CSB completed 1,474 visits — 1,275 initial, 107 training, and 92 follow-ups. These efforts eliminated nearly 5,800 hazards, including 5,464 serious ones. Staff also conducted 408 employer interventions and promoted services at conferences, in the media, and through direct outreach.

Training and Education

Through the Training Section, the OSH Division offered a wide variety of free safety and health training and outreach services to employers and employees across the state. OSH staff participated in 216 courses and events that provided training to 5,448 employers and employees. Additionally, CSB trained 4,678 employers and employees,

which brought an overall total of 10,126 workers trained by the OSH Division. Training included seven 10-hour and two 30-hour general industry awareness courses, five 10-hour and two 30-hour construction awareness courses, 86 speaker's bureau events, 90 webinars, and 25 booth events and safety and health fairs.

The OSH Division participated with federal OSHA in the National Safety Stand-Down to Prevent Falls in Construction. The Training Section hosted five webinars: two on Fall Protection, and one each on Scaffolding Safety, Steel Erection, and Stairways and Ladders. They also participated in two events at partnership sites, including the FUJIFILM Diosynth Biotechnologies/Jacob Engineering site in Holly Springs and the Wolfspeed/Whiting-Turner Contracting Co. site in Siler City. An additional site visit was hosted at Monteith Construction in Wilmington. A total of 779 employees were trained during these webinars and events.

The Training Section implemented its Train-the-Trainer Program for general industry and construction in 2010. During FFY24, under this program, state-authorized trainers provided 10-hour and 30-hour training courses to 201 employers and employees in North Carolina. The Train-the-Trainer Program supports the Training Section's outreach efforts thereby increasing the total number of employees and employers trained in the state.

Technical Assistance

ETTA's Standards Section responded to 2,608 inquiries for standards interpretation by phone or written correspondence for employers and employees across the state. Eighteen documents were added to the Field Information System including updates to the Field Operations Manual, revisions to OSH Division policies, and multiple federal OSHA Instructions and Final Rules that were adopted. Final rules adopted in North Carolina included the 29 CFR 1903 Federal Civil Penalties Inflation Adjustment Act Annual Adjustments for 2024 and the revised 29 CFR 1903 rule on Employee Walkaround Representatives.

Publications

ETTA staff distributed 48,272 publications to employers and employees across the state. The Standards Section made several revisions to existing publications. This included brochures on the following: Manager of Environmental Safety and Health Program (MESH), Spanish Toolbox Reviews, ETTA Bureau, and the Top 10 Serious Standards Cited in FFY22 as well as updates to a Quick Card on Tree Trimming and an Industry Guide on Migrant Housing Inspections in NC.

NCDOL Website

Example safety and health programs, PowerPoint presentations, compliance enforcement procedures, and OSH publications continue to be updated on the website. All safety and health topics were updated to include updated content, and 28 new topics were added. In addition, all training events including webinars, virtual workshops, stand-downs and forums, along with in-person courses continued to be posted to the training calendar. The carousel banners are routinely updated to reflect new rules, upcoming events, and other resources available on the website.

Agricultural Safety and Health

In 2024, the Agricultural Safety and Health Bureau completed 2,241 preoccupancy housing inspections of migrant farmworker housing and 37 compliance inspections. Housing certificates were issued to 2,108 sites with a total occupancy (i.e., beds) of 26,820. At the time of the inspection, there were 1,097 sites in 100% compliance. Double Gold Star status was achieved by 98 growers and Single Gold Star status was achieved by 76 growers for a total of 174 in CY 2024.

During annual preoccupancy inspections, the ASH Bureau distributed 3,044 safety and health publications to farmers and farmworkers. Topics included human trafficking, heat stress prevention, injury/illness recording and reporting, venomous snakes, ticks, and spiders in North Carolina and migrant housing regulations. Throughout the 2024 preoccupancy season, ASH staff assisted growers and farm labor contractors in registering migrant housing online and uploading supporting documents into the new preoccupancy inspection program. The new inspection program improved the bureau's efficiency and reduced the amount of time it takes to certify migrant housing in the state.

RECOGNITION PROGRAMS

Carolina Star Program

The Carolina Star Program recognizes and promotes effective safety and health management systems by establishing a cooperative relationship at the workplace between management, labor, and the OSH Division. To qualify for the Carolina Star and Building Star Programs, a participant's most recent three-year average for the total recordable case rates and cases with days away, restricted, or transferred rates must be 50% or more below the current federal Bureau of Labor Statistics rate for their industry. For Public Sector Star worksites, a baseline is established for all public sector applicants based upon their most recent three years of complete case rate data. The baseline is used for future comparisons and further evaluation. Each approved Star site is provided with a Star flag, framed certificate, and an acrylic Star and recognized at a celebration ceremony with the Commissioner of Labor.

At the end of FFY24, North Carolina had 147 Carolina Star Program Sites:

- 101 Carolina Star sites
- 5 Rising Star sites
- 18 Public Sector Star sites
- 23 Building Star sites

The annual Carolina Star Safety Conference was held in Greensboro from Sept. 18-20, 2024. The theme of the conference was "Keep Safety Rolling." The theme represented the CSSC emphasis on the continuous importance of maintaining safe work environments through management leadership and employee engagement. There were 761 participants from across the state that attended the conference, including a variety of vendors and speakers.

During the CSSC, one Carolina Star worksite, Nutrien was recognized for achieving 25 years of active participation in the program. At the end of FFY24, there were eleven Star worksites that have achieved the status of 25 years as a Carolina Star Program participant.

Additionally, Network Central allows an opportunity for each CSSC regional team to share their best safety and health practices with the conference participants. Network Central provides for healthy competition between five regional teams that have poured a lot of energy and enthusiasm into the development of their respective booths. Each team booth is judged based upon originality, creativity, safety message, and incorporation of the conference theme. The 2024 winner was the defending champion, Safety Squad Regional Team and marks the 3rd consecutive year that they have won the award for sharing the best safety practice.



Safety Squad Regional Team receives their 3rd consecutive Network Central “Best Safety Practices” Award, at the Carolina Star Safety Conference.

Through a Special Star Team Member (SSTM) Program, OSH can leverage its limited resources by using specially trained Star site employees and independent private sector safety and health professionals for on-site Star evaluations. In addition, the SSTM Program allows industry, SSTM participants and the NCDOL the opportunity to collaborate and share best safety practices.

The SSTM training class curriculum continues to evolve and primarily focuses its training efforts on evaluating safety and health management systems, hazard recognition and the Star Program worksite evaluation process. Since the inception of the SSTM Program in 2009, more than 300 participants have been trained. The FFY24 class included two initial SSTM training classes with a total of 23 participants receiving training. Currently, there are 123 SSTMs eligible to assist with Star evaluations.

The SSTM Program also includes the use of specially trained OSH Star Team Members (OSTM) from ETTA (bureau chief, supervisors, standards officers, and trainers). There are 18 OSTMs currently eligible to assist with Star evaluations.

Gold Star Grower Housing Program

The 30th Annual Gold Star Growers’ meeting was held at the N.C. State University McKimmon Conference and Training Center in Raleigh on Feb. 1, 2024. Growers were recognized for calendar year 2023: 65 growers achieved Double Gold Star status and 115 achieved Single Gold Star status, for a total of 180.

Several growers also received special awards:

- Johnnie Tyndall, Best Maintained Housing – Lenoir County
- DMG Farms Inc., Best Maintained Housing Site Since 2006 – Harnett County
- Pamlico Shores Produce, Best New Housing – Hyde County
- Hoffman Nursery, Best New Housing – Durham County

In addition, Education and Training Specialist Celeste Hardy provided training on chainsaw safety.

Safety and Health Achievement Recognition Program

SHARP recognizes small and high-hazard employers who have developed, implemented, and maintained an effective safety and health management program. To obtain SHARP, employers undergo a thorough review of their safety and health management program and must have injury and illness rates below their industry average. Each approved SHARP site is provided with a SHARP flag and recognized at a celebration with the Commissioner of Labor.

At the end of FFY24, there were 127 SHARP and seven Pre-SHARP sites in North Carolina:

- 92 SHARP General Industry sites
- 33 SHARP Public Sector sites
- 2 SHARP Construction sites

In addition, Consultative Services continued its special initiative to recognize employers who have been able to maintain SHARP status for ten consecutive years with a special plaque and presentation ceremony. At the end of FFY24, there were 43 active SHARP sites that have been a SHARP site for ten or more years with seven being added during the fiscal year.

Safety Awards Program

The Safety Awards Program celebrated its 78th year with another successful season. The Gold Award is presented to employer sites with a days away, restricted, or transferred (DART) case rate at least 50% below the state average for their industry. The Silver Award is presented to employer sites with a lost workday case rate at least 50% below the state average.



Bureau Chief Kevin O'Barr, collaborating with employees at the Mount Holly SHARP site after their recertification.

Twenty-five Safety Awards banquets were held, with a total attendance of 1,819.

The program distributed 2,058 awards, including:

- 1,737 Gold Awards
- 321 Silver Awards
- 58 Million-Hour Safety Awards

Million-Hour Safety Awards are presented to businesses that accumulate one million work hours without an injury or illness involving days away from work.

PARTNERSHIPS AND ALLIANCES

Partnerships

The OSH Division establishes partnerships with general contractors (GCs) on a wide variety of construction projects to help prevent injuries, illnesses and fatalities. To obtain a partnership, a GC must submit an application and present project details to the Partnership Committee, made up of OSH personnel from OSH Administration, Compliance, CSB and ETTA. If recommended for approval, a partnership agreement is established and signed by the GC's senior leadership, OSH Administration and the Commissioner of Labor.

Each agreement requires quarterly consultative walk-throughs to identify hazards, promote best practices and educate both OSH personnel and construction workers. A closing conference is held after each walk-through to discuss hazards identified, which must be corrected within a specified time frame. Monthly reports are submitted to the OSH team leader for the partnership, detailing inspection findings, responses to previous walk-throughs, incident

reports, training and other applicable site information.

At the conclusion of each partnership, the GC receives a partnership certificate at a closing ceremony held with the Commissioner of Labor.

At the end of FFY24, there were four active partnerships:

- Holder-Edison Foard-Leeper, a Joint Venture
- Jacobs Engineering Group Inc.
- The Whiting-Turner Contracting Company
- Barnhill/Balfour Beatty/Metcon – NC Education, a Joint Venture

Holder-Edison Foard-Leeper, a Joint Venture:

The project involves a new 180,000-square-foot expansion, a 180,000-square-foot renovation of the existing terminal lobby, an addition of a canopy over the new roadway and construction of a central energy plant at Charlotte Douglas International Airport.

Jacobs Engineering Group Inc.: The project, known as Project Galaxy, is a large-scale biotech manufacturing facility under construction in Holly Springs. The 984,531-square-foot facility will be the largest end-to-end cell culture biopharmaceutical manufacturing facility in the U.S.

The Whiting-Turner Contracting Company:

This project is a new Wolfspeed silicon carbide manufacturing facility in Siler City. The project includes new construction of a 2.2 million-square-foot facility located on a 445-acre site.

Barnhill/Balfour Beatty/Metcon – NC

Education, a Joint Venture: The project involves construction of the North Carolina Education

Campus in downtown Raleigh. The campus will consist of two buildings totaling approximately 270,000 square feet, including two levels of below-grade parking. The project includes abatement and demolition of the existing General Administration Services building, new construction of deep foundation and utility infrastructure to serve the new campus and parking.

Alliances

The OSH Division establishes alliances with organizations and companies aligned with North Carolina's special emphasis programs to support and promote education and outreach. Through these agreements, the OSH Division leverages its resources to educate the public and internal staff about safety and health regulatory issues and hazards. Alliance activities include outreach initiatives such as construction forums, safety summits and safety and health certificate programs.

In FFY24, OSH maintained nine alliances:

- Carolinas Associated General Contractors
- Lamar Advertising Co.
- National Utility Contractors Association of the Carolinas

- N.C. State Industry Expansion Solutions (IES)
- Safety and Health Council of North Carolina (SHCNC)
- Mexican Consulate
- Tree Care Industry Association
- Plumbing-Heating-Cooling Contractors Association
- North Carolina Masonry Contractors Association

Through the alliance with Lamar Advertising, six billboards were posted across the state promoting outreach events for the 2024 Construction Forum, Grain Safety Stand-Up, Fall Prevention Stand-Down (2), Trench Safety Stand-Down, Safe + Sound Week, and the Heat Illness Prevention Campaign.

Alliances with N.C. State IES and the SHCNC offer the MESH certificate programs that promote continuing education in environmental, safety and health for working professionals. There are currently seven MESH certificates offered including those for general industry, construction, public sector, industrial hygiene, emergency preparedness, environmental and advanced.



On May 9th, 2024, the Department of Labor signed a partnership with Barnhill/Balfour Beatty/Metcon – NC Education, a Joint Venture, during the opening ceremony.

ENFORCEMENT

During FY24, Oregon OSHA conducted 3,226 inspections, including 2,389 safety and 837 health. The division issued 1,179 violations where the cited standard normally increases the risk of workplace death, and 520 violations rated and cited as death violations; 229 violations fell into both categories. The combined average penalty for these violations was \$5,476.

SIGNIFICANT CASE

Contractor cited for forklift violations in connection with death of ironworker

In November 2024, Oregon OSHA issued REFA Erection two serious job safety violations with a total penalty of \$40,289 following a four-month fatality investigation. The division opened the investigation after 32-year-old Samantha Deschenes was struck and run over by a forklift on May 30, 2024, during a construction project to renovate Benson High School in Portland.

One of the violations — a failure to ensure employees used “all means and methods” necessary to safely perform work when exposed to a hazard — led to Deschenes’ death, according to the investigation. The company made a series of flawed decisions, exposing workers to a struck-by hazard that could be expected to seriously injure or kill them. The death was preventable.

At the time of the incident, REFA was among multiple subcontractors working on a six-block renovation project at Benson High School. Andersen Construction Co. of Oregon LLC served as general contractor. In a separate investigation, Oregon OSHA found Andersen did not have sufficient knowledge of REFA’s method and issued no citations.

REFA was tasked with moving metal landscape railings — about 20 feet long and 4 feet high — from their delivery site near Northeast 15th and Glisan streets to an installation site near Northeast 12th and Glisan streets. The materials had arrived unexpectedly.



A simulation of the forklift load movement involved in the fatal incident, taken during an inspection at the Benson High School construction site in Portland,

The company decided to relocate the railings in bundles of three, moving them about 235 yards west from where they had been delivered – near Northeast 15th and Glisan streets – closer to where they would be installed near Northeast 12th and Glisan streets.

A shorter fire lane route was blocked, so REFA chose to move the railings counterclockwise along public streets around the construction site, covering about 235 yards. The operation involved a forklift with an unauthorized jib attachment, a forklift operator, and two employees — including Deschenes — walking in front and alongside the forklift to stabilize the load and monitor hazards.

To carry the railings horizontally, REFA used a swivel hook and slings attached to the forklift’s extended jib arm, allowing the railings to swing and rotate during movement. The company did not obtain required manufacturer approval for the modified forklift.

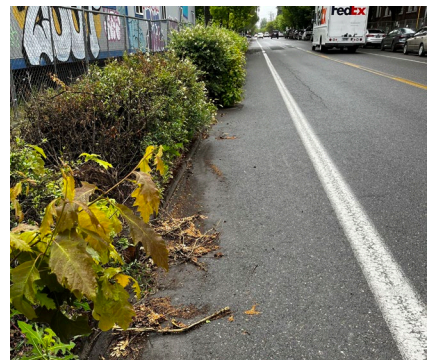
Because the railings were unstable, REFA assigned two employees to physically control them. Deschenes, positioned within a few feet of the front wheels, held the rear of the load.

The route forced employees to walk or jog along active public streets. The crew completed two trips. A fourth crew member was added to flag traffic during a third trip.

While moving west on Northeast Irving Street, vegetation encroached on the bike lane, forcing Deschenes to move in line with the forklift’s front right wheel. Near Northeast 12th Avenue, the forklift driver — also the crew’s supervisor — heard Deschenes scream. She was struck and run over by the forklift and later died of her injuries on June 1.

Oregon OSHA cited the company for two serious violations totaling \$40,289:

- Failing to use all means and methods to protect employees (\$38,214)
- Modifying the forklift without manufacturer approval [[29 CFR 1926.602\(c\)\(1\)\(ii\)](#)] (\$2,075)



The bike lane along Northeast Irving Street where the victim was intended to walk while holding onto the load during the transport operation.

Oregon OSHA determined that REFA's first-instance serious violation of the means and methods requirement caused or contributed to Deschenes' death. As a result, Oregon OSHA will conduct a comprehensive inspection of REFA within one year of the Nov. 4, 2024 closing conference.

During the investigation, Oregon OSHA red-tagged the forklift and secured corrective actions. REFA moved the forklift, jib attachment and railings to an impoundment yard and committed to not use the flawed transportation method again. The division verified correction of the means and methods violation on June 26, 2024, and correction of the forklift modification violation on Nov. 4, 2024.

According to the investigation, REFA could have safely relocated the railings by:

- Move the railings by hand – with no forklift in use – along the fire lane that was free of general vehicle traffic.
- Use a flatbed delivery truck or trailer.
- Using a properly rated forklift with two straps spaced along the centerline of the arm to stabilize the load, eliminating the need for employees to physically control the railings or walk near the forklift.
- Obtain the manufacturer's written approval before adding attachments to the forklift. After that, ensure the horizontally suspended railings were hung with two straps located sufficiently apart from each other along the centerline of the attachment. This eliminates the need to put employees in physical contact with the railings. Then keep the two ground-based employees at a safe distance using tag lines to control side-to-side movement.

SIGNATURE PROJECT

Oregon OSHA adopts comprehensive improvements to its agricultural labor housing requirements

**EMPLOYER-PROVIDED HOUSING:
RULE UPDATES**

**KNOW YOUR
RETALIATION
RIGHTS**

**REVIEW
THE RULE
AND FREE
RESOURCES**

 osha.oregon.gov |  1-800-922-2689

**VIVIENDAS PROPORCIONADAS POR EL EMPLEADOR:
ACTUALIZACIONES DE NORMAS**

**CONOZCA SUS
DERECHOS A
REPRESALIAS**

**VER LA
REGLA Y LOS
RECURSOS
GRATUITOS**

 osha.oregon.gov |  1-800-922-2689

*Agricultural labor housing requirements
pocket cards in English and Spanish.*

Oregon OSHA adopted comprehensive amendments to its agricultural labor housing and related facilities rule on Jan. 8, 2025, strengthening safety and health protections for housing occupants. The division advanced the rule after an extensive public process that included stakeholder engagement, public hearings and review of 264 public comments.

The rule upgrades include: a stronger housing registration process; higher facility standards; more rigorous kitchen, bathing and toilet requirements; and enhanced safety measures for grounds and water testing. The improvements align Oregon standards with federal requirements and best practices.

Oregon OSHA worked with an ALH Rulemaking Advisory Group — composed of growers, housing operators, agricultural associations and worker advocacy groups — to review the rule. The division proposed changes on Sept. 5, 2024, and conducted five public hearings, including two in Spanish.

The changes are part of a broader reform package to strengthen oversight of agricultural housing. Oregon OSHA is also providing technical support to the Oregon Department of Agriculture, which is managing \$5 million in grants to help ALH operators comply with the new requirements.

The package of reforms include a budget proposal during the 2025 legislative session for a new annual self-certification requirement for ALH employers and a new ALH seasonal surveyor program. These program enhancements – which require rulemaking to implement – will complement the ALH rule upgrades.

Additional enhancements are included in a 2025 legislative budget proposal:

- Requiring employers to complete an annual self-certification of ALH conditions, including documentation of continued compliance

- Hiring seven seasonal surveyors to evaluate housing sites and refer noncompliant sites to enforcement as needed; a full-time safety compliance officer and a supervisor would also be added to support the program and ensure consistency

As the revised ALH rule takes effect (with some provisions effective March 31, 2025, and others phased in later), Oregon OSHA is providing compliance resources, including fact sheets and pocket cards in English and Spanish, to help employers and housing occupants understand the new standards and their rights.

CONSULTATION AND OUTREACH

Consultation provides Spanish-language training sessions

Oregon OSHA's Consultation Services teamed up with the state's Construction Contractors Board and Landscape Contractors Board to provide a series of Spanish-language training sessions during spring 2025.

The sessions covered Oregon OSHA's consultation services, safety committees and meetings, heat illness prevention, excavation safety, and hazard identification and accident investigation. Four sessions were held at Oregon OSHA's Portland Field Office from March to April, with one session drawing 95 Saturday attendees.

The partnership was led by Oregon OSHA Portland Field Office Consultation Manager Alba Johnston. Johnston and Oregon OSHA Safety Consultant Luis

Benitezalicea conducted the sessions, with support from Outreach Program Coordinator Giovanna Morfín-Vázquez. The training was promoted in LCB's quarterly newsletter, along with information about Oregon OSHA's free consultation services.

This effort is part of Oregon OSHA's broader work to engage vulnerable worker populations.

PUBLIC EDUCATION

During FY24, Oregon OSHA's Public Education team completed and advanced several key projects:

Online courses

- Confined Space Safety (English launched June 2024, Spanish September 2024), featuring the new 14-minute video [Practicing Confined Space Rescues](#)
- Recordkeeping and Reporting ([English](#) and [Spanish](#)), revised to reflect updated requirements
- Walking-Working Surfaces, final course in the Fall Protection Suite, launching summer 2025.
- Wildfire Smoke Training Requirements ([English](#) and [Spanish](#)): Updated to align with changes to the federal Air Quality Index (AQI), including guidance for respirator use at different AQI levels, with revised content and graphics in both versions.

PowerPoints for Online Courses

To modernize courses, downloadable instructor PowerPoints were added in English and Spanish for Confined Space Safety, Recordkeeping and Reporting, and Wildfire Smoke Training Requirements.

Videos (standalone resources)

- [Practicing Confined Space Rescues \(English and Spanish\)](#): Filmed at an Oregon wastewater treatment plant, the Practicing Confined Space Rescues video showcases the facility's practice of a confined space rescue. It is also featured in the Confined Space Safety online course and is available in Spanish.
- [Compressed Gas Video \(Spanish\)](#): The Spanish version of the video Compressed Gas Rule Review was released in June 2024. The English version was previously launched in 2022. The video features Tom Meier, a retired Oregon OSHA safety professional, explaining safe handling practices for compressed gas.
- [Propane Safety Discussion](#): Launched in January 2023, the English Propane Safety Discussion video has been translated into [Spanish](#). Hosted by Tom Meier and Craig Hamelund, internal training specialist for Oregon OSHA, the video is a byproduct of the [Compressed Gas Rule Review Video](#).

- [Senate Bill 592: Redefining Oregon OSHA's Penalty Structure](#): Following passage of Senate Bill 592 in 2023, which changed how Oregon OSHA assesses penalties and introduced a new type of inspection, Public Education produced a five-minute educational video in English and Spanish providing an overview of the changes.

Public Education Newsletter: In November 2023, Public Education launched a quarterly newsletter, distributed to about 30,000 GovDelivery subscribers. The newsletter highlights new and available education and training resources.

Workshop workbook material

In November 2023, Public Education modernized the [Accident Investigation Student and Instructor workshop workbooks](#) to meet the Oregon Department of Consumer and Business Services' style guide and accessibility requirements.

YouTube channel and social media numbers (English and Spanish combined)

The [Oregon OSHA YouTube Channel](#) has 5.8 million views and 411 videos in FY24. Oregon OSHA's Vimeo channel had 456,430 video views, while its Facebook page had 14,330 video views.

Social media

- Ongoing use of Facebook, LinkedIn, Instagram, YouTube and Vimeo
- Weekly #TipTuesday videos in English and #SabadoSeguro in Spanish
- Promotion of free safety and health workshops and conference, including a Spanish-language conference

High-Hazard Industries

Oregon OSHA focuses on high-hazard industries, such as construction and logging, and industries prioritized in its [Tiers A-F on the safety scheduling list](#) and [Tiers A and B on the health scheduling list](#).

FY24 high-hazard industry activity:

- 2,021 safety inspections
- 564 health inspections
- 1,022 safety consultations
- 331 health consultations

Rulemaking activity

Oregon OSHA adopted a rule to reflect recent changes made by federal OSHA to improve tracking of workplace injuries and illnesses. The adoption occurred on Dec. 21, 2023, and became effective on Jan. 1, 2024.

The rule adoption by Oregon OSHA established two new requirements in the division's equivalent rule, OAR 437-001-0700:

- Employers with 100 or more employees in high-hazard industries (a subset of those who are already required to submit their OSHA Form 300A data) must electronically submit their OSHA Form 300 and DCBS Form 801 for case-specific data.
- Employers must include their legal company name in their electronic submission of injury and illness data, along with the existing requirement of providing their Employer Identification Number (EIN).

VOLUNTARY PROGRAMS

Consultation

Oregon OSHA's consultation program helps employers implement and maintain effective safety and health management systems, and to become self-sufficient in managing those systems.

In FY24, Oregon OSHA conducted 2,604 consultations:

- Health consultations: 884
- Safety consultations: 1,720
- Health consultations in high-hazard industries: 331
- Safety consultations in high-hazard industries: 1,022
- Safety and health ergonomics consultations: 66; in industries with high musculoskeletal disorders rates: 40

There were 97 consultations where workplace violence was addressed.

Cooperative Programs

Building on Oregon OSHA's promotion of employer self-sufficiency, the division encourages employers to attain Safety and Health Achievement Recognition Program (SHARP) status and Voluntary Protection Program (VPP) status.

At the end of FY24:

- SHARP: 181 participating companies, including two newly certified, six in progress, nine active, and 166 graduates.
- VPP: 22 certified companies; five sites were recertified, three employers

withdrew, and no new certifications were issued.

PARTNERSHIPS AND AGREEMENTS

Ongoing Partnerships

During FY24, Oregon OSHA collaborated with 44 stakeholder groups, partners and alliance members and partnerships.

Activities included:

- The Agricultural Labor Housing Advisory Group held meetings to discuss rulemaking. The group includes small agricultural employers, advocacy groups, employer representatives, and state agencies such as the Department of Housing and Community Services, Oregon Employment Department, and Oregon Health Authority.
- Oregon OSHA continued attending quarterly meetings with LatinoBuilt contractors, providing safety and health training in Spanish at each meeting.
- Oregon OSHA participated in the Bureau of Labor and Industries (BOLI) Enforcement Group, providing rule and outreach updates. The group focuses on developing enforcement strategies for high-violation, low-reporting industries.
- Oregon OSHA completed its cannabis emphasis program and program directive, using data from the Oregon Liquor Cannabis Commission (OLCC) to update its inspection list. The division continues to collaborate with OLCC to optimize inspection resources for cannabis processing.

Billboard campaign

In partnership with federal OSHA and Lamar Advertising, Oregon OSHA ran a digital billboard campaign on topics such as excavations, wildfire smoke, agriculture, logging, consultation services, whistleblower rights, fall hazards, and heat. Billboards were placed along key Interstate corridors in Portland, Salem, Eugene, and Medford, with more to follow.



CONFERENCES AND ACTIVITIES

Oregon OSHA has long partnered with labor, business and associations to co-sponsor [statewide safety and health conferences](#). FY24 partnerships included:

- American Society of Safety Professionals (ASSP) – Southern Oregon Chapter, Oct. 17-19, 2023, Ashland
- Association of Western Pulp & Paper Workers (AWPPW) – Oregon Safety Council, Nov. 28-Dec. 1, 2023, Portland
- Central Oregon Safety & Health Association (COSHA), Jan. 29-30, 2024, Bend
- American Society of Safety Professionals (ASSP) – Cascade Chapter, March 4-5, 2026, Eugene
- Region X Voluntary Protection Program Participants' Association (VPPPA), May 14-16, 2024, Anchorage, Alaska
- Oregon Safety and Health Achievement Recognition Program (SHARP), June 3-4, 2024, Pendleton
- Central Oregon Safety & Health Association (COSHA), Sept. 16-17, 2024, Bend

In addition, Oregon OSHA and partner agencies coordinated the annual Oregon Pesticide Symposium in March 2024, drawing 82 attendees. The event fosters knowledge sharing, best practices, and collaborative relationships.

Oregon OSHA also hosted its fourth Spanish-language workplace safety and health conference in November 2024 in Hillsboro. The event supports the agency's ongoing commitment to strengthening outreach, breaking down language barriers, connecting workers and employers with free safety and health resources, and advancing on-the-job protections for all workers in Oregon.

In FY24, a total of 1,884 participants attended Oregon OSHA conferences, with total session attendance of 9,199.

Safety Break for Oregon

In FY24, 65 employers participated in the 21st annual Safety Break for Oregon event on May 8. Representatives from industries including construction, health care, food service, state and local government, and more held activities statewide to promote workplace safety and health.

Oregon OSHA coordinates Safety Break, with employers and workers choosing how they will participate. The event offers an opportunity to celebrate safety and health achievements and to renew efforts to protect workers on the job.

Sponsored by the Oregon SHARP Alliance, the event includes a random prize drawing. Three companies received \$100 prizes in FY24:

- Ventura Foods
- City of Prineville
- Salem Health West Valley Hospital

Ventura Foods held Safety Break activities in Portland, with more planned on May 10 in Salem. In Portland, activities included safety trivia and a barbecue lunch.



Media contest for young worker safety

Teams of students at Hermiston, Silverton, Henley, Parkrose, Crescent Valley and McLoughlin high schools earned top prizes in a media contest designed to increase awareness about workplace safety and health for young workers.

The annual contest — organized by the Oregon Young Employee Safety Coalition (O[yes]) — entered its 16th year in 2023–24. Students across Oregon were challenged to create an ad, either a graphic design or a video no longer than 90 seconds, to encourage peers to complete the O[yes] Young Employee Safety Awareness online training.

Participants selected their own key message, theme, or tagline to inspire action. Cash prizes ranged from \$300 to \$500 for first, second, and third place, with first-place teams also earning matching awards for their schools.

The winning submissions are available on the (O[yes]) website at YoungEmployeeSafety.org.



Oregon high school students participated in an annual contest promoting young worker safety.

O[yes] is a nonprofit dedicated to preventing injuries and illnesses among young workers through outreach, advocacy, and resource sharing with students, educators, employers, families, and labor organizations.

The 2023-24 contest sponsors were the Oregon chapters of the American Association of Safety Professionals, Construction Safety Summit, Central Oregon Safety and Health Association, Hoffman Construction, Oregon Health & Sciences University, Oregon OSHA, Oregon SHARP Alliance, SafeBuild Alliance and the State Accident Insurance Fund Corporation (SAIF).

ENFORCEMENT

In FY24, South Carolina OSHA conducted 425 inspections, including 305 safety and 120 health inspections. Results included:

120

Planned Inspections

18

Referral Inspections

26

Unprogrammed-Related Inspections

205

Complaint Inspections

14

Follow-Up Inspections

3

Programmed-Related Inspections

39

Accident and Fatality Inspections

0

Monitoring Inspection

A total of 431 citations were issued — 377 for serious violations and 54 for other-than-serious violations — with adjusted penalties totaling \$604,704.88.

BUREAU OF LABOR STATISTICS

South Carolina's private sector injury and illness rate was 1.9 cases per 100 full-workers in 2023, below the national rate of 2.4. South Carolina's public sector rate was 3.7.

CONSULTATIONS

The Outreach and Education (O&E) consultation staff conducted 537 visits, identifying and helping eliminate 1,927 hazards. Consultants made 506 recommendations to improve or implement written safety and health programs. Fifty consultations were conducted in targeted NAICS industries.

The state renewed seven Palmetto Star VPP sites and added two SHARP sites, bringing the SHARP total to eight. Two partnerships were signed, and two sites withdrew from recognition programs.

Customer feedback remained strong, with 98.6% of responding employers satisfied with services and 99.6% strongly agreeing that consultation improved their workplace safety and health programs.

TRAINING AND EDUCATION

SC OSHA's Outreach and Education (O&E) provides free on-site training through a dedicated training division under the 23(g) grant. In FY24, demand shifted back to in-person training. The division conducted 311 training classes for 6,908 private and public-sector employers and employees.

Training reached 746 private-sector employers, 2,363 private-sector employees, 798 public-sector employers and 3,001 public-sector employees. O&E staff also participated in workshops and outreach with the South Carolina Association of Counties, South Carolina Manufacturers Alliance, South Carolina Department of Transportation, American Society of Safety Professionals, South Carolina 811, Horry Georgetown County, Charleston Electricians Contractors Association, Low Country and Piedmont ASSE, National Utilities Contractors Association of the Carolinas, Carolinas General Contractors Association and the Home Builders Association.

RECOGNITION PROGRAMS

South Carolina OSHA believes in promoting the recognition programs that support companies striving to be the safest workplaces in the state. Outreach efforts in these areas continue to build each of these programs. South Carolina OSHA offers two recognition programs to employers in the state:

Safety and Health Achievement Recognition Program (SHARP)

The Safety and Health Achievement Recognition Program (SHARP) recognizes small and high-hazard employers that have developed and maintained effective safety and health programs.

Acceptance of a worksite into SHARP from South Carolina OSHA is an achievement of status that singles out the employer among business peers as a model for worksite safety and health.

South Carolina added two new sites to the SHARP program for FY24, bringing the total to eight sites.

South Carolina OSHA is working with new companies to potentially become SHARP sites. A great deal of emphasis has been put into this program to encourage smaller companies to participate.

Palmetto Star Program

The Palmetto Star Program also recognizes and promotes effective safety and health management systems. A company that attains Palmetto Star status is considered to have one of the safest workplaces in the state. There are currently 33 active VPP "Palmetto Star" sites. During FY24, there were seven VPP re-evaluations. SC OSHA Outreach and Education is working with new companies to potentially achieve Palmetto Star status and continues to promote this program to encourage companies to participate.

PARTNERSHIPS

SC OSHA signed two construction partnerships:

- Clayco Construction and subcontractors — electric vehicle tech company (signed Jan. 9, 2024)
- Thompson & Turner and subcontractors — new galvanized steel line at Nucor Berkley (signed May 2, 2024)



OUTREACH

The 2024 South Carolina Safety Summit, held March 26-27, featured a South Carolina OSHA panel that provided agency updates and hosted a two-hour Q&A session with Outreach and Education, Compliance, Administration and Legal staff.

Through partnerships in conferences, forums and training courses, SC OSHA continues to collaborate with associations, employers and other groups to promote Outreach and Education services and support safe, healthy workplaces across South Carolina.

COMPLIANCE OFFICER TRAINING

South Carolina OSHA trained four new hires in FY24 (three general industry safety and one health). An additional six compliance officers began the Compliance Officer Training Program for FY25.

Annual training included legal aspects and standards instruction from the Outreach and Education Training Team. Topic training covered safety, health and construction to enhance cross-training and hazard recognition across disciplines.

South Carolina OSHA also hosted a three-day OSHA Training Institute course on fall protection, attended by 34 compliance officers, supervisors, consultants, managers and trainers.

STANDARDS

The SC OSHA Standards Division assists many employers, employees and compliance personnel who desire to eliminate safety and health workplace hazards. The Standards Division responded to over 600 phone calls and e-mails as part of outreach and compliance assistance during FY24.

SIGNIFICANT CASES

Landscaping Services

On Jan. 15, 2024, the owner of the landscaping company arranged for three to assist with tree removal at a residential job site. Helper 3 was assigned to cut the trees while Helpers 1 and 2 used ropes to guide them down. The owner operated a woodchipper and skid steer.

After a break, the owner left the site briefly, instructing the helpers to continue clearing debris. Around 1 p.m., the crew felled another tree, approximately 60 feet tall and 2 to 12 inches in diameter. Helper 3 made the cut at the base of the tree while Helper 2 and Helper 1 used a rope to pull the tree and guide it down as it fell. As the tree fell, Helper 1 moved into its path and was struck in the head and pinned under the top portion of the tree.

Emergency responders freed the worker, who was airlifted to a hospital in critical condition with severe head trauma. The worker died from injuries on Jan. 17, 2024.

South Carolina OSHA issued citations for:

- Failure to furnish a workplace free of recognized hazards (SC Code Ann. Regs. 71-112(A))
- Failure to report fatalities, hospitalizations, amputations or loss of an eye as required (SC Code Ann. Regs. 71-339(a))



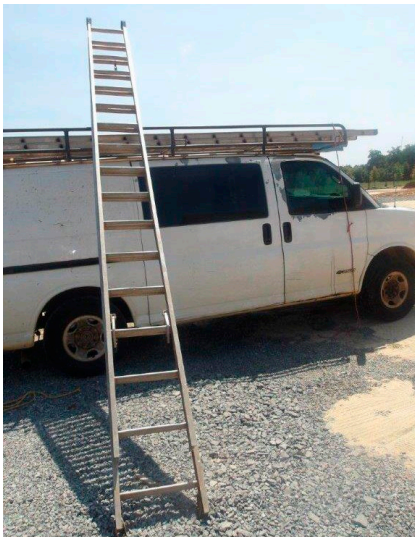
The tree that was felled and struck the worker, viewed from the upper right side of the cutting area.



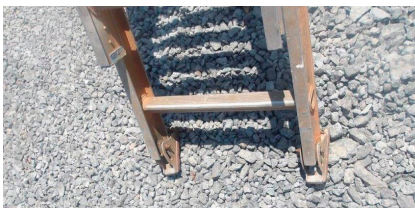
The upper section of the tree that broke off, struck, and pinned the employee after it impacted the other trees on the felled log pile. This photo showcases the entire length of the top portion of the tree that broke off.



Accident scene in front of garage.



Extension ladder at truck showing condition.



28-foot extension ladder with bent cleats.

Construction Industry

On Aug. 21, 2024, at about 12:30 p.m., a crew of six was installing siding on a home and garage in Fort Mill, South Carolina. Three workers were assigned to the home, two to the garage, while Employee 1 remained on the ground to cut siding pieces to be installed on the home.

While other crew members were working, Employee 1 retrieved a 28-foot extension ladder and set it against the garage. The ladder was wrapped in weather barrier and was around 14 feet above ground level. The worker climbed the ladder to take measurements. The ladder pierced the weather barrier covering a gable vent opening, causing it to shift. Employee 1 lost balance and fell approximately to the stone-covered ground.

The SC OSHA investigation determined that although all employees had received ladder safety training, employee 1 used a ladder with bent cleats and a missing warning label and failed to inspect it before use. The ladder was placed on uneven ground with small rocks and varying elevations and grades which made the ladder uneven.

South Carolina OSHA compliance issued the following citations:

- Failure to ensure ladders are inspected by a competent person for visible defects (29 CFR 1926.1053(b)(15))
- Failure to identify and mark defective ladders and remove them from service (29 CFR 1926.1053(b)(16))
- Failure to ensure employees are trained on fall hazards in the work area (29 CFR 1926.1060(a)(1))

Wood Container and Pallet Manufacturing Industry

On May 28, 2024, at about 1:20 a.m., Employee 1, a CDL truck driver, backed an 18-wheeler flatbed trailer into a loading area where wooden reels were staged — four reels high in two rows of five. Forklifts were actively loading and unloading reels in the area.

Employee 1 exited the truck to attach it to the trailer. As Employee 2, a forklift operator, repositioned reels for another trailer, an adjacent stack of reels toppled and struck Employee 1. The forklift operator immediately rendered aid. Employee 1 was airlifted to a trauma center, where the worker died from head injuries on May 30, 2024.

South Carolina OSHA issued citations for:

- Failure to furnish a workplace free of recognized hazards (SC Code Ann. Regs. 71-112(A); not wearing a seat belt)
- Failure to store materials to prevent hazards (29 CFR 1910.176(b))
- Failure to evaluate powered industrial truck operator performance at least every three years (29 CFR 1910.178(l)(4)(iii))
- Failure to lower load, neutralize controls, shut off power and set brakes when a powered industrial truck is left unattended (29 CFR 1910.178(m)(5)(i))
- Failure to require operators to slow down and sound horn where vision is obstructed; failure to travel with load trailing if obstructed (29 CFR 1910.178(n)(4))
- Failure to certify operators as trained and evaluated as required (29 CFR 1910.178(l)(6))



View of reels on forklift obstructing view.



View of area where employee 1 was standing at time of incident.

Welding Industry

On April 11, 2024, Employee 1, Operator of the Pull-Through Welding Machine and Gantry Tack Station, positioned himself at the point of operations, facing south, in front of the conveyor. The Gantry was set up to automatic mode, moving north to south. Employee 1 was grinding the tack welds on the beam in the tack-up section of the Pull-Through Weld line and Gantry. The Gantry was moving flanges to the conveyor where the employee was working. Magnets moved the flanges. The gantry's load struck Employee 1 in the back, dropped the flanges on the floor, and pinned the employee to the side wall of the conveyor rollers. Employee 1 succumbed to his injuries.

During the investigation, it was discovered that the control lock key for the Pull-Through Welding Machine and Gantry Tack Station was located in the control console. The wireless remote control was found next to the console. The machine was in automatic mode, and it was common practice for employees to walk through the point of operation.





The Employer conducted job hazard assessments and spelled out work safety rules, but did not enforce rules that prohibited employees from positioning themselves between a load and a stationary object. There were rules that indicated no one should be inside the perimeter when the machine is in operation unless the machine is in lock mode and the person inside the area maintains control of the key, and a work rule that established a six-foot parameter between cranes and pedestrians.

Although Employee 1 was provided with training on the contents of the job hazard assessments, demonstrated by signature, the Employer did not have the means to verify compliance with safe work rules. The Employer was cited for not ensuring the operator remained at the controls while a load was suspended and for not providing guarding for the point of operation.

SIGNATURE PROGRAMS

Tennessee Occupational Safety and Health Administration (TOSHA) launched its first partnership with the Tennessee Builders Alliance on the new Titans stadium, a multi-year, \$1.5 billion project in downtown Nashville. TOSHA Consultative Services will work with the contractor throughout construction to enhance safety awareness and reduce workplace injuries and illnesses through hazard reduction and the implementation of a comprehensive safety and health management system.

TOSHA also has a local emphasis program for dental offices, created in response to the types of historical bloodborne and chemical exposures in these settings. TOSHA's Training and Education and Consultative Services sections provide critical education and hazard awareness to dentists and dental hygienists statewide through seminars and onsite visits. The outreach especially benefits smaller dental facilities by providing resources to protect their workers.

EMPHASIS PROGRAMS

Tennessee's emphasis programs focus resources on eliminating specific workplace hazards. These programs have produced measurable results:

Excavation Safety

Tennessee OSHA has maintained an emphasis program on trenching and excavation hazards for more than 10 years. All compliance officers, including industrial hygienists, are trained to identify cave-in hazards and are authorized to conduct inspections and interventions when hazards are observed. In FY24, TOSHA issued 39 violations of the trench standards and assessed \$74,950 in penalties.

Noise

In FY24, noise exposures were reduced for 544 employees, and 28 documented improvements were made to hearing conservation programs statewide. All compliance officers are trained to identify and evaluate workplace noise exposures.

Carbon Monoxide

Tennessee OSHA's special emphasis program on carbon monoxide exposure resulted in the reduction or elimination of carbon monoxide exposure to 563 employees in FY24. All safety staff members have been trained and equipped to identify and quantify carbon monoxide exposure. Tennessee OSHA's regulation is more stringent in General Industry at 35ppm using the Z-1-A table. TOSHA enforces Table 1 under 29 CFR 1926.55 in the Construction Industry at 50ppm.

Fall Protection

Tennessee OSHA maintains an emphasis program to reduce fall fatalities by focusing resources on these hazards. All compliance officers and industrial hygienists receive specific training on identifying and mitigating fall hazards. In FY24, TOSHA identified 81 fall hazards through its consultation division and 557 through enforcement.

ENFORCEMENT

In FY24, Tennessee OSHA performed 1,421 workplace inspections, identifying 4,903 hazards and assessing \$3,960,075 in penalties. Unpaid penalties are subject to a 10% late fee at 30, 60, and 90 days, and statutory interest is assessed until payment is received. Unpaid penalties are forwarded to the state attorney general's office for collection. TOSHA retained 93.27% of assessed penalties during the pre-contest period, compared to 72.95% nationally.

Complaint inspections were initiated an average of 3.13 days after receipt, with complaint investigations initiated in an average of 0.62 days. TOSHA processed 1,486 complaints in FY24.

Tennessee OSHA performed 41.79% of inspections in the public sector. Public sector employers were given the opportunity to participate in the public sector program during the first two years following the formation of Tennessee OSHA and again, by statute, from July 1, 2004, to July 1, 2006. State law requires Tennessee OSHA to inspect these entities every two years. Participants must designate a safety and health director and establish a safety and

health program. They are not issued monetary penalties for violations; however, the governor may remove a participant from the program for failing to comply with the TOSH Act. Public employers not in the program are treated as private employers, as mandated by law. The 2023 total case incident rate for state and local government in Tennessee was 3.5.

OUTREACH

Training

Tennessee OSHA offers training seminars in partnership with the Tennessee Chamber of Commerce and Industry, Tennessee Association of Utility Districts, Associated Builders and Contractors, Association of General Contractors, state community colleges and other government agencies. In FY24, TOSHA trainers conducted more than 270 courses on topics including lockout/tagout, emergency action, machine guarding, electrical safety, hazard communication, personal protective equipment, respiratory protection, recordkeeping, powered industrial trucks, and health hazards. These sessions reached 10,559 attendees statewide.

Newsletters

TOSHA publishes a newsletter, "Together with TOSHA," available on its website and distributed to 1,328 registered LISTSERV users. Many associations further share the newsletter with their members. The electronic format allows readers to access embedded web links or print hard copies. The newsletter offers information, interpretations, best practices, and compliance recommendations on occupational safety and health topics.

Topics covered in the newsletters in FY24 include:

- Reports on the National Census of Fatal Occupational Injuries, Tennessee fatality statistics, and Tennessee Workplace Fatality summaries;
- OSHA published documents for Winter Workplace Safety, Carbon Monoxide Workplace Hazards, Importance of Job Hazard Analyses, Trench Safety, Tree Care, Forklifts, Heat Stress, Emergency Action Plans, Small Business Handbook, Electronic Reporting OSHA Form 300A, Safe & Sound Week 2024;
- State VPP and SHARP participant updates, awards, and best practices;
- Recent TOSHA outreach efforts with posting of seminar schedules;
- Safety and Health educational efforts throughout Tennessee, including Safe + Sound Week, National Safety Stand-down to Prevent Falls in Construction, and Trench Safety Stand Down.

Tennessee Safety and Health Conference

Since 1977, the Tennessee Safety and Health Conference, co-sponsored by TOSHA and the American Society of Safety Professionals, has brought together industry and subject matter experts to advance workplace safety and health in Tennessee. The conference features safety experts leading more than 50 seminars designed for all levels of safety and health professionals, networking opportunities and an exhibit hall with about 120 exhibitors showcasing the latest safety equipment and technology. The 2025 Tennessee Safety and Health Conference was held at Gaylord Opryland Hotel in Nashville on April 6–9.

Social media

Tennessee OSHA maintains an X account (formerly Twitter) with about 475 followers and frequently posts updates on workplace safety and health. The Tennessee Safety and Health Conference, co-sponsored by Tennessee OSHA, also uses X, Facebook and LinkedIn to share event updates, speaker highlights and exhibitor information.

CONSULTATION

Tennessee OSHA's consultation program helps employers identify hazards and develop safety and health management systems. The program conducted 302 visits in FY24, identifying 2,278 serious hazards. As required by law, no penalties are assessed, but employers must correct all serious hazard.

SHARP

Tennessee OSHA's Consultation oversees its Safety and Health Achievement Recognition Program (SHARP) which recognizes small employers with exemplary safety and health programs. SHARP participants must operate at a single fixed worksite, maintain low injury rates, and demonstrate strong management commitment and employee involvement.

TOSHA's SHARP sites reflect a wide range of industries and management styles. Some sites operate without dedicated safety and health staff, while others have as few as eight employees. The success of these sites demonstrates that small businesses can serve as leaders in workplace safety and health.

Tennessee currently has 10 SHARP participants, protecting 995 employees. Collectively, these sites have maintained a total recordable case rate 45% below the national average over the past three years, theoretically preventing 35 injuries.

Volunteer STAR Program (VPP) and Safety and Health Awards Programs

Tennessee OSHA maintains world-class standards for participation in its Volunteer STAR Program (VPP). The program requires a rigorous review of documentation, a thorough on-site evaluation, and employee interviews to ensure full implementation of all VPP elements.

In FY24, the Volunteer STAR Program included 33 sites, protecting approximately 27,837 employees.

A review of 2023 self-evaluation data showed that Volunteer STAR sites had total case incident rates 63% below, and days away, restricted, and transfer (DART) rates 77% below, their respective national industry averages.

The Tennessee Department of Labor and Workforce Development's Safety Award Program encourages accident prevention and promotes effective safety and health programs. The awards recognize manufacturing and construction employers that, together with their employees, maintain safe and healthful worksites based on worker-hours without a lost-time injury (Commissioner's Award) or without a lost or restricted duty incident (Governor's Award).

In FY24, TOSHA presented 20 Governor's Awards and 3 Commissioner's Awards.

SIGNATURE PROJECTS

The Utah Occupational Safety and Health (UOSH) Advisory Council works to promote and improve occupational safety and health conditions for employers and workers in the state. The council provides information, advice and assistance on issues, programs and activities related to occupational safety and health. Quarterly meetings are typically held in person as public forums, allowing members of the public to offer input.

The UOSH Advisory Council consists of the following representatives:

- American Federation of Labor and Congress of Industrial Organizations (AFL-CIO)
- Associated Builders and Contractors (ABC)
- Associated General Contractors (AGC)
- Laborers' International Union of North America (LiUNA!)
- Professional Fire Fighters Union (PFFU)
- Utah Home Builders Association
- Utah Manufacturers Association (UMA)
- Utah Petroleum Association (UPA)
- Utah Safety Council

Workplace Safety Grant Program

Each year, the Utah Labor Commission awards grants to fund projects that promote workplace safety. Proposals have included workshops, training programs, expanded safety initiatives, and collaborations between organizations. The Workplace Safety Committee sets annual priorities focused on industries and occupations with high rates of injuries and fatalities, such as construction, manufacturing and highway safety.

Grants are open to Utah businesses, nonprofits, community-based organizations, associations and educational institutions. In 2024, approximately \$635,564 in safety grants were awarded statewide.

LOCAL EMPHASIS PROGRAMS

Through Local Emphasis Programs, UOSH has focused many of its resources conducting programmed planned inspections, consultation visits and other outreach activities at construction, public sector and manufacturing establishments. By focusing resources in these areas, hazards that are likely to cause injury or illness in the workplace can be identified and reduced or eliminated.

Construction

UOSH's Construction LEP focuses on reducing serious injuries and fatalities through inspections, consultation and outreach. In FY24, UOSH conducted 128 Construction LEP inspections affecting 102,297 employees and identified 185 hazards. The top five cited hazards were:

- Fall protection (51 violations)
- Scaffolds (33)
- Excavations (26)
- Stairways and ladders (19)
- Electrical (9)

Additionally, UOSH conducted 61 compliance assistance activities affecting 874 employees.

Amputation

UOSH continues its Amputation LEP to help reduce injuries in the manufacturing industry caused by inadequate machine guarding and hazardous energy control.

In FY24, UOSH completed 39 inspections affecting 16,133 employees and identified 90 hazards. Top violations included:

- Machine guarding (29)
- Lockout/tagout (18)
- Electrical (9)
- Personal protective equipment (5)
- Hazard communication (3)

Public Sector

The Public Sector Local Emphasis Program (LEP) targets state and local government entities where employees may be exposed to serious hazards. These operations include utilities, streets, emergency response, and maintenance. Entities on the inspection schedule include counties, cities, school districts, colleges, technical schools, fire and police departments, correctional facilities, special service districts, and state agencies.



Padlock station with lock/tag.



Padlock station.

In FY24, UOSH conducted six inspections affecting 7,674 employees and identified 15 hazards. An additional 28 consultation visits impacted 1,738 employees and led to the correction of 192 hazards. Outreach efforts reached 87 public sector establishments and 5,034 employees statewide.

Respiratory Crystalline Silica (RCS)

Launched in August 2020, UOSH's RCS LEP targets overexposures to silica in construction and general industry. The program aims to help employers identify and reduce or eliminate worker exposures through inspections, consultation visits and outreach. It targets industries and worksites where tasks commonly result in elevated silica exposure.

In FY24, 13 inspections and two visits were conducted, affecting 5,844 employees and identifying 34 hazards — 14 of which were RCS-related.

Air sampling for RCS occurred at nine worksites. Results showed exposure above the action level at four sites and above the permissible exposure limit at three. Seven sites have since abated the hazards. Five additional compliance assistance activities were conducted.

ENFORCEMENT

In FY24, UOSH conducted 1,044 compliance interventions: 796 inspections, 28 public sector consultation visits and 220 compliance assistance activities. These efforts resulted in the removal of 1,238 hazards and protected approximately 54,932 employees.

OUTREACH

In FY24, UOSH delivered numerous outreach presentations to members of the construction and general industries, including trade associations and manufacturers, to keep them informed of changing requirements and safety best practices. Presentations were given at the following events and organizations:

- American Institute for Conservation
- Annual Utah Conference on Safety and Health
- Blue Stakes & Utah Pipeline Association
- RMCOEH IH Conference
- Rural Water Association of Utah
- Salt Lake City Risk Management
- Salt Lake County Environmental Task Force
- State of Utah Emergency Operations Center
- University of Utah Master Students
- Utah Association of Counties
- Utah Chapter American Public Works Association
- Utah Department of Public Safety
- Utah International Code Council
- Utah Labor Commission Employee Development
- Utah Public Safety Summit • Utah Safety Council
- Wasatch Integrated Waste Management District
- Workplace Safety Grants Committee

In addition, UOSH Consultation collaborated with the following organizations to promote workplace safety and expand outreach to private-sector employers:

- American Public Works Association — APWA
- Associated Builders & Contractors
- Associated General Contractors of Utah
- Associated General Contractors of Southern Utah
- Blue Stakes of Utah
- Brigham Young University
- Rocky Mountain Center for Occupational and Environmental Health
- Salt Lake County Health Department
- Utah Association of Counties
- Utah Manufacturer's Association
- Utah Nursery & Landscape Association
- Utah Roofing Contractor Association
- Utah Safety Council

PARTNERSHIPS

Voluntary Protection Program (VPP)

UOSH's VPP recognizes employers with exceptional safety and health management systems. As of FY24, 13 private-sector sites participate in Utah's VPP:

- Albany Engineering Composites
- Clean Harbors Aragonite
- Energy Solutions
- Frito-Lay Inc.
- Firestone Building Products Company LLC
- Holder — Big D (Joint Venture)
- McWane Ductile Inc.

- Mortenson — Eagle Mountain Data Center
- Morton Salt Inc.
- Nucor Building Systems
- Phillips 66 NSL Terminal
- Smithfield Foods
- Steris AST

Safety and Health Achievement Recognition Program (SHARP)

SHARP recognizes employers with exemplary safety and health management systems. Upon receiving SHARP recognition, a worksite is exempt from UOSH Compliance programmed inspections during their certification period. As of FY24, 14 Utah employers are SHARP-certified:

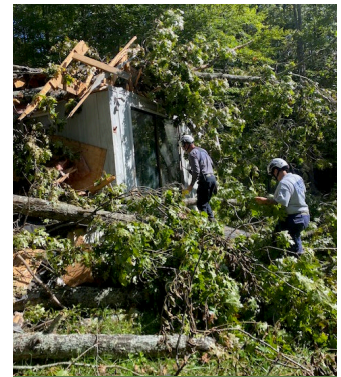
- Balchem Corporation
- Closure Systems
- Fetzer's Inc. — Hunter Heights Warehouse
- Fetzer's Inc. — Fetzer Architectural Woodwork
- Five-Star Airport Alliance
- Jennmar Corporation
- Komatsu — St. George
- Komatsu — Salt Lake City
- Nucor Rebar Fabrication Salt Lake, Inc.
- Post-Consumer Products
- Universal Synaptics Corp.
- Western Metals — Plymouth
- Western Metals — Provo
- Western Metals — Salt Lake City

Vermont Occupational Safety and Health Administration (VOSHA) made major progress in recruiting, hiring and training new staff in FY24. The team is now fully staffed, with the addition of four compliance officers, a new compliance assistance specialist, a supervisor and a program technician. VOSHA conducted 207 of the 245 projected inspections in FY24, a decline from FY23. Training new officers and supporting emergency response efforts were the primary reasons for the shortfall.

VOSHA'S SUPPORT OF VERMONT URBAN SEARCH AND RESCUE

In September 2024, Vermont Urban Search and Rescue Task Force One (USAR VT-TF1) deployed to Florida prior to the arrival of Hurricane Helene. In tow was CSHO Slayton from the Burlington office, responding as the Safety Officer and Hazmat Officer for VT-TF1. After driving straight from Vermont, the team was sent to the west coast of Florida for the first water rescue missions as Helene made land fall as a category 4 hurricane. After five days of assisting various counties in Florida, VT-TF1 was requested to respond to Western North Carolina. The mission was to support the state in finding missing persons after devastating mudslides wiped out entire communities after receiving 15-inches of rain. The team drove for 14 hours and then slept for only two hours before getting to work. The next 10 days were filled with heroic efforts, emotions, mud, chainsaws, excavators, and memories that will never be forgotten. The VT-TF1 team had previously only done urban rescues yet were deployed in some of the most remote parts of North Carolina, which challenged each responder every single day. Ultimately, the team brought much needed closure to families that lost loved ones. Members of VT-TF1 said the hardest part of their deployment was returning to Vermont when the team knew there was more work to be done.

Although not a part of VOSHA, the USAR VT-TF1 is also home to one of our most experienced team members, CSHO Slayton. The devastation of Hurricane Helene was a reminder to all State of Vermont employees that teamwork and duty transcends job descriptions. VOSHA is proud to recognize CSHOs who support other critical functions across our brave little state.



CSHO Slayton in Harrisburg, North Carolina, during a search and rescue mission.

ENFORCEMENT

VOSHA investigated three fatalities in FY24. Only one of the three fatalities resulted in citations being issued.

1. In October 2023, an employee was crushed by the tree he was harnessed to after cutting a cable holding multiple trees together. When the worker cut the cable, the stem he was harnessed to immediately failed. Although he tried to unhook from the stem, he was not able to and was crushed when both he and the tree came in contact with the ground. A citation was issued as a result of VOSHA's investigation.
2. In November 2023, an employee was crushed after the forklift they were operating tipped over. No citations were issued.
3. In December 2023, an employee was found unresponsive after working with a drill machine on a surface plate of granite. No citations were issued.

As a result of the fatalities encountered in FY24 and prior years, VOSHA has directed a greater focus on preventing crushing injuries and tree-trimming related accidents through education and outreach efforts.

EMPHASIS PROGRAMS

VOSHA conducted 88 inspections under National Emphasis Programs (NEP):

- 42 Fall NEP
- 13 Amputation NEP
- 3 Heat NEP

FY24 was our first year conducting Heat NEP inspections. Although none of the heat-related inspections resulted in citations, they shed light on the importance of preventing heat-related illnesses and how employers should have prevention plans in place. VOSHA also conducted a small number of C-target, Trench NEP, Lead NEP, and Silica Special Emphasis Program inspections.

OUTREACH AND COMMUNICATION

In support of VOSHA's mission, the VOSHA Consultation Assistance program complements VOSHA's Enforcement efforts by providing proactive outreach, training, and abatement assistance to all employers within the State of Vermont, prioritizing small and high-hazard businesses.

In FY24, new Compliance Assistance Specialist Miriam Owens conducted 84 outreach activities at 130 sites, directly reaching 1,421 employees and potentially reaching 58,066 individuals. Her outreach topics primarily covered fall prevention, trenching and excavation and recordkeeping requirements. Of all compliance assistance activities, 27% addressed emphasis program topics — a figure VOSHA aims to increase in coming years. CAS Owens also supported Green Mountain Voluntary Protection Program (GMVPP) administration, delivered trainings and seminars, and expanded VOSHA's outreach network while onboarding to her new role.

The GMVPP continued to grow, with five participating companies in FY24. The program is jointly managed by the compliance assistance specialist and program manager, along with Special Government Employees who conduct evaluations, provide guidance, and mentor Vermont workplaces with exemplary safety and health management systems. VOSHA conducted two GMVPP renewals in FY24 and looks forward to welcoming new participants.

Current GMVPP participants:

- Atlas Technical Consultants
- Ben & Jerry's Homemade
- Collins Aerospace
- GlobalFoundries
- Vermont Electric Cooperative

PARTNERSHIPS

VOSHA and Project WorkSAFE currently recognize three active alliances:

Vermont Safety and Health Council

This alliance focuses providing information and training to a wide range of stakeholders. In addition to delivering training sessions, VOSHA and Project WorkSAFE participate in multiple board meetings where the latest safety and health information is shared. VOSHA reaches hundreds of attendees annually, with thousands of employees benefiting from this ongoing partnership.

Vermont Rural Water Association

This alliance focuses the efforts of VOSHA and Project WorkSAFE on employees of municipal governments and other small entities in the water and wastewater fields. The partnership allows us to reach workers who face unique hazards, including permit-required confined spaces, electrical hazards and highly toxic chemicals. VOSHA typically conducts 10 to 15 outreach events annually, reaching hundreds of employees across Vermont.

Vermont Associated General Contractors

This alliance focuses on providing employers in the construction trades information on reinforcing existing standards, avoiding frequently cited issues and adapting to new or upcoming regulations. This is VOSHA's most recent alliance.

In addition to our Alliances and partnerships, VOSHA remains committed to three key state agency committees in which it serves as a representative of the Vermont Department of Labor.

- *State Emergency Response Committee:* This is a statewide committee that meets under the Emergency Planning and Community Right-To-Know Act. This meeting brings together the Vermont Department of Public Safety and Homeland Security, Agency of Natural Resources, Vermont Departments of Agriculture and Health, and various local emergency planning commissions from around the state. VOSHA serves as a consulting role.
- *State Elevator Board:* This committee consists of the Vermont Department of Public Safety, Fire Prevention Division, various elevator inspection and regulatory entities, and VOSHA. The board assures that elevators and other automated conveyances are correctly and safely installed and operated within the state.
- *Vermont Fire Service Training Counsel:* This committee focuses on fire service training for volunteers as well as professional fire fighters. The meetings bring together the Director of Fire Service Training, the Vermont Agency of Natural Resources, and representatives of local volunteer and professional fire services to review ongoing training program requirements.

The Virginia Occupational Safety and Health (VOSH) program continues to support the Department of Labor and Industry's (DOLI) mission to make Virginia a better place in which to live, work, and conduct business by promoting safe, healthful workplaces. The VOSH program has been keeping Virginia's workforce safe for over six decades.

AGENCY REFINEMENT

In September 2023, VOSH embarked on a significant transformation, overhauling several key areas including agency restructuring, classification and compensation, strategic hiring practices and overall modernization efforts. The goal: streamline its structure, modernize processes and training, and attract and retain top talent.

VOSH set two strategic goals: reduce occupational injuries, illnesses and fatalities through direct intervention; and promoting safety culture through worker involvement in all aspects of safety and health. To advance these goals, VOSH implemented the following priorities:

- **Strengthening external engagement.** VOSH hired a marketing specialist to enhance outreach through social media, digital and print media and stakeholder engagement.
- **Building a more cohesive team.** The Agency reorganized its structure to realign teams around cross-functional needs, fostering a more connected and supportive work environment. VOSH has improved efficiency, outcomes and unity by incorporating opportunities for open dialogue, team-building activities, and shared decision-making.
- **Improving internal processes and technologies.** Modernized systems and processes now enable employees to connect from anywhere in the Commonwealth. VOSH also enhanced internal processes to bolster the effectiveness of quality assurance and quality control measures.

SIGNATURE PROJECT

“What If?” campaign

VOSH launched the “What If?” campaign to encourage employers and employees to adopt safer work practices and build injury-free workplace cultures. The campaign moves employers and employees to ask: “What If I worked my entire career injury free? This campaign shifts the conversation for safety from zero targets to a shared vision of working injury and illness free. This conversation provides collaboration between management and workers on achieving success in occupational safety and health.

COMPLIANCE

In FFY24, VOSH compliance officers conducted 2,008 inspections — 1,514 safety and 494 health — representing a 20% increase over FFY23. They identified 10,366 hazards and issued 4,204 violations, including 2,850 serious, 46 willful and 58 repeat violations. Another 1,243 were classified as other-than-serious, and nine were failure-to-abate.

VOSH Presence = Prevention

A VOSH regional director's quick action helped prevent a potential fatality during an inspection of a large manufacturer. An employee was about to reach into an Alpha Shear machine without proper lockout procedures to bring it to a zero-energy state. The regional director immediately intervened, stopping the action and preventing a serious accident. His willingness to speak up he prevented a tragic incident and highlights the mission of the Virginia Department of Labor and Industry and professionalism of VOSH staff.

HEARING AND LEGAL SERVICES

Occupational fatality prevention — Criminal and Civil Prosecutions

A northern Virginia tree trimming company was cited after an employee was electrocuted while trimming branches near a 19,900-volt power line on May 28, 2019. Following a VOSH fatality investigation, the employer was issued one willful and four serious violations and \$147,075 in civil penalties on Nov. 18, 2019. The case also was referred for criminal prosecution to the Office of the Commonwealth's Attorney for Fairfax County.

The company owner was indicted in 2023 on charges of involuntary manslaughter and a criminal willful violation. The willful charge was dismissed as part of a plea deal. The defendant received a suspended five-year prison sentence and one year of supervised probation. VOSH later settled the civil penalties in circuit court, affirming the violations. In September 2024, VOSH settled the civil penalties in circuit court, affirming the violations as issued with a reduced penalty due to the defendant's indigent status.

Whistleblower Alternative Dispute Resolution Program

VOSH's Alternative Dispute Resolution program continued to offer a valuable platform for resolving disputes and addressing compliance issues through mediation and negotiation. The program fosters a cooperative approach to workplace safety and health across a wide range of industries.

In FFY24, the Office of Whistleblower Protection Alternative Dispute Resolution process resulted in a notable outcome: a workplace violence-related whistleblower complaint at a fast-food chain was successfully mediated, leading to a \$117,500 settlement for the complainant, who later purchased their own franchise.

OUTREACH

Voluntary Protection Program (VPP)

VOSH supports 72 participants across its five VPPs: Challenge, STAR, BEST, BUILT and VADOC Challenge. In FFY24, VOSH added two new STAR sites, bringing the state total to 36.

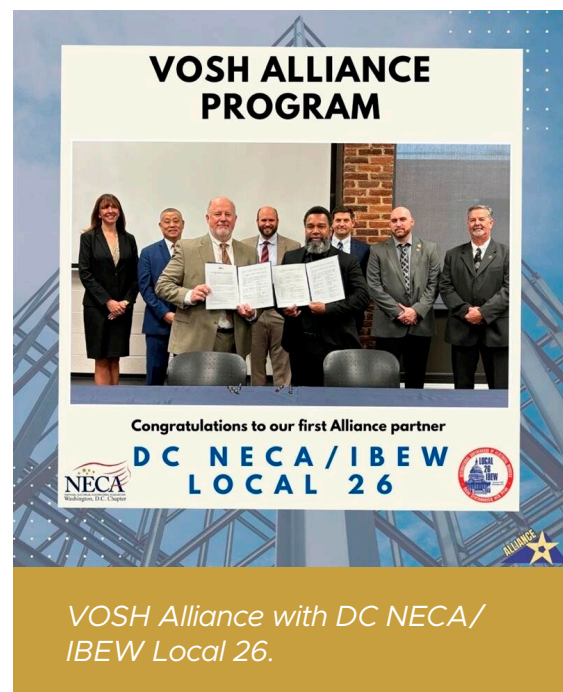
Virginia Institute of Learning and Outreach

VOSH established the Virginia Institute of Learning and Outreach (VILO) in FFY24 to provide an educational and learning environment for employers and employees. VILO offers programs and resources to promote best practices

in workplace safety and health, while fostering alliances and collaboration with key stakeholders. The institute is focused on helping employers and employees build cultures of injury-free workplaces.

Alliances and partnerships

VOSH signed an alliance with the Washington D.C. chapter of the National Electrical Contractors Association (NECA) and International Brotherhood of Electrical Workers (IBEW) Local 26, the first group to participate in the agency's inaugural VOSH Alliance program. The alliance focuses on promoting electrical safety and preventing fatalities by collaborating with employers and workers and providing information, guidance and resources to improve workplace safety.



Collaborative Efforts

VOSH is working with and mentoring the Virgin Islands occupational safety and health program by sharing best practices and providing leadership and program support. Additionally, VOSH actively took part in the National Association of Government Labor Officials, collaborated with the National Institute for Occupational Safety and Health and engaged with the Southern Occupational Law Organization.

Return on Investment

A University of Virginia Weldon Cooper Center for Public Service study found VOSH delivers a 600% return on investment. The study highlighted the program's positive influence on the state's economy by reducing workplace injuries and illnesses, lower healthcare costs and increased productivity across Virginia.

SUMMARY

The Virginia Department of Labor and Industry through its VOSH program remains steadfast in its mission to protect and promote the safety and health of Virginia's workforce. By maintaining a strong field presence through inspections, compliance efforts, consultation, and outreach, VOSH continues to adapt to the evolving needs of a growing and diverse economy. The significant growth in Virginia's establishments and workforce since benchmarks were set in 1986 highlights the need for innovative approaches to resource management. To meet these demands, VOSH has improved its processes to enhance efficiency, allowing the program to achieve more with limited resources. Efforts include streamlining operations, adopting advanced technologies and refining internal procedures to maximize impact. Despite challenges such as reduced funding, VOSH remains committed to building on its successes and advancing workplace safety and health across the Commonwealth with resilience, innovation and dedication.

ENFORCEMENT

The Washington State Department of Labor and Industries' Division of Occupational Safety and Health (DOSH) Compliance continues to prioritize fall protection violations across the state. The roofing industry accounts for the majority of willful citations, with repeat violations by the same employers. General contractors have also received willful citations due to the ongoing noncompliance of their roofing subcontractors.

In addition to roofing, DOSH Compliance conducted the following five notable inspections in other industries:

Rotschy LLC

A 16-year-old boy lost both legs after being pulled into a walk-behind trencher while digging fence post channels in June 2023. The teen was participating in a work-based learning program that allows students to earn credit and gain real-world experience outside the classroom.

Washington's youth employment laws prohibit minors from performing certain hazardous duties. While Rotschy LLC held a student learner exemption allowing minors to do some restricted tasks, use of the walk-behind trencher was not included.

Following the incident, DOSH issued an order of immediate restraint to stop work and suspended the exemption. The agency fined Rotschy \$156,259 — the maximum allowed — for allowing an untrained minor to operate dangerous equipment.

In addition, L&I's Youth Employment Safety Unit assessed \$51,800 in penalties for multiple child labor law violations.



The walk-behind trencher involved in the accident.

Seattle Asbestos

DOSH inspected two Seattle Asbestos of Washington job sites at Western Washington homes and found dozens of violations that created a risk of exposure for workers and homeowners.

At the first location, inspectors found plastic barriers meant to seal off an area from airborne asbestos particles that had holes in them large enough to put a camera through to take pictures.

At the second home, inspectors saw employees leaving the regulated work area without any protective clothing or respirators, and without using the onsite showers required at asbestos removal jobs.

At both locations, L&I found violations of basic asbestos-removal regulations including:

- Equipment to clean harmful particles from the air was not working properly.
- A dishwasher, water heater, and wood stove were not covered with plastic to seal them from particles.
- Multiple respirators for workers were inside containment areas exposing them to contamination.
- A large pile of drywall sitting on the living room carpet was not bagged nor saturated with water to keep down the dust.

There were no plastic drop cloths placed anywhere in the work area.

In both cases, DOSH ordered the company to stop work until the problems were corrected. Between the two inspections, the agency found more than 35 willful health and safety violations and issued fines of more than \$790,000. There have been five inspections where Seattle Asbestos of Washington left asbestos-containing material behind or otherwise violated essential asbestos safety measures. At the second site, they left a large amount of crumbling asbestos insulation in the basement after they left the site.

L&I has started the process to revoke the company's certification to do asbestos work in Washington. The two asbestos supervisors involved in these cases could also lose their ability to do this work, for this or any other asbestos-removal company.

Georgia Pacific

DOSH has cited and fined a mill operator following an investigation into the death of



Inside a house where asbestos removal was conducted without following proper procedures.

a worker who was crushed by a packing machine that had no guards in place to keep people out of harm's way. The company, Georgia Pacific, also failed to follow basic procedures to make sure machinery would not accidentally turn on.

After completing its investigation, DOSH cited and fined the company \$648,292 in August for violations of fundamental safety rules that contributed directly to the worker's death, along with other safety issues identified at the site.

On March 8, a 32-year-old Georgia Pacific machine operator called four times in one hour to ask for help troubleshooting a large piece of equipment for stacking boxes in preparation for shipping. Before anyone responded to assist him, co-workers nearby noticed boxes backing up on the conveyor belt and went to investigate. They found the man dead, crushed between the large metal arms that help feed the boxes through the machine and the conveyor belt.

Both management and workers told inspectors that the permanent machine guards



The stacking machine with proper guarding.



Georgia Pacific's stacking machine with the guards removed.

that attached directly to this specific equipment were removed in 2017. They were replaced with a fence built around the machine that did not prevent physical access to parts of the machine that could cause serious injury or death.

Two years ago, Georgia Pacific's own analysis showed that they needed doors guarding this machine that would not unlock unless power to the machine was shut off. Construction for the installation of the doors was not completed until after the machine operator was killed on the job.

In addition to the energy control and guard removal violations, Georgia Pacific was cited for failing to follow rules protecting employees who are working alone in an isolated area.

Safety rules require pulp and paper mills to periodically check-in with those workers. Employees at the mill told inspectors they were aware of a policy requiring a lead to check in with employees working alone every two hours. They said it hasn't been enforced for years.

Department of Fish and Wildlife

The Washington State Fish and Wildlife Department (WDFW) is facing over \$200,000 in fines when a DOSH investigation found numerous workplace safety violations in connection with two separate workplace incidents that left one worker dead and sent another to the hospital.

Mary Valentine, a 48-year-old Fish and Wildlife scientific technician, drowned in January 2024 while working at a fish trap on the Duckabush River in Brinnon.

A month later, two WDFW scientific technicians ended up in the water after their boat capsized at the Nisqually River fish trap near Yelm. One of the workers went to the hospital after hitting his head on the underside of the trap.

The department uses fish traps in rivers and streams to determine the abundance, timing, and diversity of migrating juvenile salmon.

The new citations come on the heels of DOSH citing and fining Fish and Wildlife in March 2024 for multiple violations in connection with the 2023 drowning of 31-year-old fisheries biologist Erin Peterson while working on the Wind River in Skamania County.

DOSH cited Fish and Wildlife for willful violations in connection with both of the most recent incidents. The DOSH investigations found that training programs did not exist or were not implemented across WDFW, and employees were not provided the necessary training they needed for the outdoor environments they worked in.

Other violations cited included not providing or requiring the use of approved personal flotation devices, having rigging and straps that were damaged or improperly put together, and not providing training for the use of chainsaws.

In all, the Duckabush River fatality resulted in nine violations and \$114,000 in penalties. The investigation into the Nisqually investigation found four violations and resulted in \$86,400 in penalties.

DOSH cited and fined WDFW \$30,800.00 in March for inadequate field communications and not ensuring workers were wearing approved personal flotation devices following the 2023 fatality.

Stemilt Ag Services

A fruit grower was issued \$353,000 in fines for safety violations that led to a worker being buried alive in a trench collapse last fall.

Photographs obtained by the DOSH inspector show multiple workers of Stemilt Ag Services LLC digging in a trench more than five feet deep and about 25-30 feet long without any type of cave-in protection such as sloping, shielding or shoring.

A crew of 10 workers was repairing an irrigation pipe when a portion of the trench caved in on one of the workers, knocking him down and burying him.



A floating fish trap device in use where the January fatality took place.



The fish trap that was involved with the hospitalization of the WDFW worker.

His co-workers were able to uncover his face after a couple of minutes to allow him to breathe while they dug for another 10 minutes to get him out of the trench. The injured worker, José Antonio Vera Álvarez, spoke with DOSH about his traumatic experience and how he survived. “While the dirt was slowly covering me... I was yelling, help me! And that was it. Everything went dark,” said Vera Álvarez. “I don’t want this to happen to another coworker.” He was taken to the hospital with multiple crush injuries to his head, face, and body.



Photo obtained by L&I shows the irrigation pipe being repaired for Stemilt Ag Services before the trench collapse on Sept. 21, 2023.



Employee was hospitalized with injuries to his face and body after he was buried in a trench collapse in Othello, Wash.

DOSH cited Stemilt in March 2024 with five willful serious violations in connection with the cave-in. There was no protective system inside the trench to prevent a collapse, and no ladder or way for the workers to get out of the trench within 25 feet of where they were working. The

piles of dirt dug from the trench were not set back at least two feet away from the edge. Dirt piles too close to the trench can cause the walls to collapse.

Additionally, there was no one onsite with the knowledge needed to inspect the trench before workers went into it, and no training program for trenching and excavation work. The company was also cited for changing the scene by filling in the trench after the cave-in before DOSH inspectors arrived.

EMPHASIS PROGRAMS

Standards, Technical and Lab Services

Rulemaking

DOSH has many workplace safety and health rulemaking projects in various stages of adoption and implementation. Several rulemaking projects that are in progress or recently adopted include:

- Wildfire Smoke – Adopted
- Fire Resistant Materials Applicator Certification
- Infectious Disease
- Occupational Exposure to Lead
- Sanitary Conditions in Construction
- Ergonomics
- Chapter 800 Core Rules
- Recordkeeping and Reporting
- Cranes
- Tower Cranes
- Trenching and Excavation Rescue Plan
- Workplace Violence Prevention in Healthcare Settings
- DOSH Penalties – Adopted
- Adult Entertainer Establishments – Adopted

Fire Resistant Materials Applicator program

The department has been conducting rulemaking based on passed legislation regarding the training and certification of workers who apply fire resistant materials such as fire stop and fire proofing. A curriculum of training was established for this certification and training providers must provide their training curriculum to the department for approval.

DOSH CONSULTATION

Ergonomics Consultation

DOSH Consultation began offering standalone ergonomics consultation visits early in 2024. In preparation of offering this new service to employers, two ergonomists were hired to fill newly created positions. One of these ergonomists was an outside hire, while the other was a transfer from within Consultation.

These two ergo consultants round out the DOSH Ergonomics team which also includes the longstanding Technical Services Ergonomics team and a newly hired Compliance ergonomist. Representatives from all three DOSH groups came together to create a standardized ergonomics assessment report that will give employers a document that is uniform in structure and visual style any time they receive a DOSH ergonomics assessment.

Improving Multilingual Access

In making it easier to work with L&I, DOSH Consultation implemented two new projects this year. One of these is the retooling of our online consultation request form, where employers request assistance with workplace safety, industrial hygiene, risk

management, and/or ergonomics. Partnering with the DOSH Web Services team, we consolidated the request form and included an area for employers to identify their preferred language. This has led to increased efficiency in responding to employer requests for service and ensuring effective communication with all affected workers, no matter their preferred language.

Employer Survey

Another project we worked on is the implementation of our Safety and Health employer survey. This survey is designed to give employers a feedback tool where they can report on their experience with DOSH Consultation. The goal of this survey is to ensure the effectiveness of our marketing approach to extend services to employers in Washington, ensure understanding and control of identified hazards, and bolster our relationship and partnership with employers on their efforts to control hazards to prevent injuries at the workplace. Employer feedback has been largely very positive, while also identifying some areas for targeted improvement in our interactions with employers.

Tri-Cities Construction Career Day – Kennewick

DOSH Consultants Tyler Poole, Amanda Matz and Jesus Valdovinos provided on-site safety orientations to 800 high school students interested in construction careers. Students attended from 13 Southeastern Washington high schools and tech schools. These schools included Legacy, Chiawana, New Horizons, Hanford, Ki-Bi, Burbank, Connell, Finley, Tri-Tech, Southridge, Kennewick, River's Edge, and Richland.

Safety Fest of the Great Northwest

Safety Fest offers three days of free training and is dedicated to making Eastern Washington and Northern Idaho a safe place to work and live. The safety and health classes, demonstrations, and workshops are free to the public to ensure that everyone has the opportunity to learn these important skills. 535 employees received training during the three-day event.

DOSH Safety Consultants, Debra Kellard and Mark Wagar provided training during an OSHA 10 for Construction class.

Partnering with Darigold in Pasco

DOSH Consultation played a key role in training and advising 60 contractors in the construction of this \$600 million 500,000 square foot facility to keep business and workers safe. A special thanks to:

- Amanda Matz, DOSH Risk Management Consultant
- Tyler Poole, DOSH Safety Consultant
- Mary Yakawich, DOSH Industrial Hygiene Supervisor
- Dylan Stauffer, DOSH Industrial Hygiene Consultant
- Mark Wagar, DOSH Safety Consultant

OUTREACH/PARTNERSHIPS

Education and Outreach

Education and Outreach develops and disseminates safety and health content and media for our website and to DOSH customers. E&O facilitates translations of safety and health content, educates the agriculture industry with our WISHA 10 training for agriculture and WISHA 10 Training of Trainers, participates in multicultural outreach, and conducts onsite safety and health outreach and training. Annually, the SHIP Grants Program funds safety and innovative health projects that benefit all workers in Washington and beyond. We focus on workers that are vulnerable and have limited English proficiency. We form partnerships with associations and educational institutions to provide safety and health training through the VPP Program, the WISHA 10 Program, and the Governor's Conference Program.

Safety and Health Investment Projects Grant Program

Washington's Safety and Health Investment Projects (SHIP) grant program funds two types of projects: one focused on preventing workplace injuries, illnesses and fatalities, and another aimed at developing and implementing effective return-to-work (RTW) programs for injured workers. SHIP grants leverage the Department of Labor & Industries' resources with the expertise and innovation of grantees.

These projects have the potential to improve workplace safety and health not only in Washington but nationwide. Many efforts include developing new tools, industry-specific information, or expanding upon previous projects to increase impact across sectors.

In FY24, SHIP partnered with the following organizations:

- *University of Washington and Northwest Dairy Farms of Washington:* Developed infection prevention and control guidelines for dairy worksites. The project includes training materials to help farms create their own tailored plans and education resources focused on employee health.
- *Washington Food Coalition: Updated and expanded two prior projects:* Non-profit Safety Hero and Volunteer Safety Hero. Efforts included new LMS-based trainings, printed materials in Spanish, and updated online accident prevention program tools.
- *Bloodworks Northwest:* Designed and tested ergonomic equipment-handling carts for mobile blood drives to reduce musculoskeletal and struck-by injuries. The carts improve mobility and safety across challenging site conditions.
- *Construction Center of Excellence:* Launched Phase 3 of its mobile safety initiative, adding and updating 80 toolbox talks to its smartphone app and website. Talks were translated into Spanish and select topics into Russian.

GOVERNOR'S ADVISORY BOARD AND CONFERENCES

The Governor's Industrial Safety and Health Conference Program coordinated seven workplace training events and two aligned exhibitions in 2024. These events were organized in partnership with the Governor's Industrial Safety and Health Advisory Board and the Washington State Department of Labor & Industries Division of Occupational Safety and Health.

- Agriculture Safety Day, Yakima (Jan. 31): 217 attendees, 30 classes in English and Spanish
- Agriculture Safety Day, Wenatchee (Feb. 28): 341 attendees, 30 classes in English and Spanish
- Maritime Safety Day, Puyallup (March 26): 96 attendees, 11 classes
- Construction Safety Day, Puyallup (March 27): 276 attendees, 20 classes
- Pole Top Preliminaries, Tacoma (Sept. 24): 9 teams, 100 spectators
- Pre-Conference, Tacoma (Sept. 24): 120 attendees, 4 all-day workshops
- Governor's Safety Conference, Tacoma (Sept. 25–26): 712 attendees, 55 classes
- Pole Top Finals, Tacoma (Sept. 25): 4 teams, 150 spectators
- Northwestern Washington Agriculture Safety Day, La Conner (Nov. 14): 64 attendees, 12 classes in English and Spanish

The Governor's Industrial Safety and Health Advisory Board is composed of 15 industry planning committees, with members from labor, management, and government agencies. Together, they work to promote workplace safety and health for Washington's workforce.

Three of the seven training events offered Spanish-language sessions, providing critical safety education for Spanish-speaking workers and employers.

Governor's Industrial Safety and Health Conference

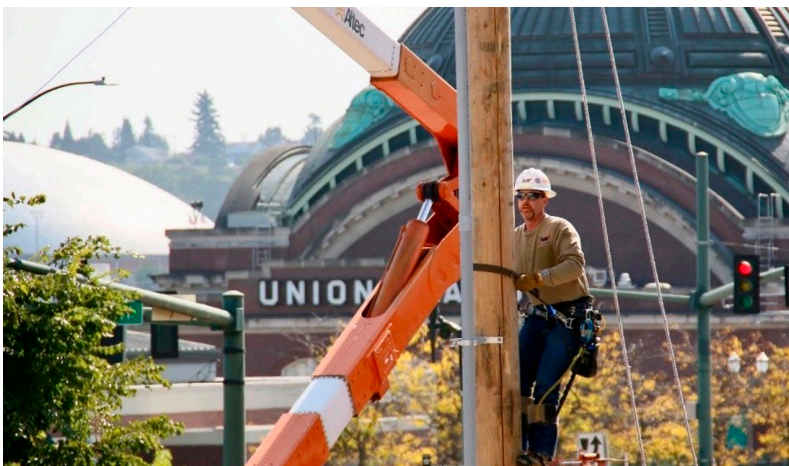
The 73rd annual Governor's Safety Conference was held Sept. 25–26 at the Greater Tacoma Convention Center, with four full-day preconference workshops offered Sept. 24 for additional learning opportunities.

The event opened with a ceremony featuring the Lifesaving Awards, the announcement of Pole Top Rescue finalist teams, and a keynote by Jason Kunz titled "The Future of Safety & Health: Three Trends Shaping the Future of the Profession."

More than 55 safety and health sessions were offered, supported by 15 industry planning committees and over 50 volunteers.

New in 2024, attendees were eligible to earn contact hours for professional development through the Northwest Center for Occupational Health and Safety Continuing Education Program at the University of Washington.

The 49th annual Pole Top Rescue competition began on the Sept. 24 at the Tacoma Power Southwest Training Center with the preliminary competition. Nine teams of linemen from around the state came to compete for honors in rescuing a victim from a utility pole in a mock industrial accident. The final four teams competed on the Sept. 25 in the Tollefson Plaza, visible from the conference center to become 2024 Pole Top Rescue completion winners.



Annual Pole Top Rescue competition at the Tacoma Power Southwest Training Center.

Agriculture Safety Day

Agriculture Safety Days are the largest safety training events for Spanish-speaking agricultural workers in Washington. To better serve the state's farming communities, three separate events were held in 2024: Yakima on Jan. 31, Wenatchee on Feb. 28, and — for the first time as a stand-alone event — Northwestern Washington Agriculture Safety Day in La Conner on Nov. 14.

A total of 608 attendees received in-person training on key safety and health hazards in the agriculture industry. Sessions were selected and delivered by a dedicated planning committee committed to reaching historically underserved workers.

New this year, a pilot program sponsored by the Pacific Northwest Agricultural Safety and Health Center awarded 14 scholarships to cover registration costs for workers who lacked employer support or personal resources to attend.

Maritime Safety Day/Construction Safety Day

The first-ever combined Maritime Safety Day and Construction Safety Day was a success. Both events were held at the Puyallup Fair and Events Center ShowPlex on March 26 and 27.

Construction Safety Day drew 278 attendees, while Maritime Safety Day welcomed 96 participants. Across both events, attendees had access to 29 workplace safety and health sessions tailored to the maritime and construction industries.

Voluntary Protection Program (VPP)

In Washington State, DOSH VPP is modeled after the National program of the U.S. Department of Labor's Occupational Safety

and Health Administration (OSHA) where management, labor and the government establish cooperative relationships.

DOSH VPP currently has 19 recognized VPP sites with approximately 1,700 workers.

DOSH VPP performs evaluations to ensure VPP sites are meeting the requirements of participation. DOSH VPP welcomed two new participants in 2024, NuStar Energy, Shore Terminals LLC in Vancouver, Washington and MacDonald-Miller Facility Solutions in Everett, Washington. Evaluations and screening for new participants are ongoing.

DOSH VPP is an active participant in the planning of the annual Region X VPPPA Safety Summit, and a Regulatory advisor to the Region X Board of Directors.

The WA VPP team arranges and hosts the Melvin E. James Honorary Lectures on Safety and Health each year. The 2024 event was held on March 19, 2024, in the Auditorium of the Tumwater L&I Headquarters. Topics included Mental Health, Causal Analysis, and Safety Committees. The 2025 Melvin E. James Honorary Lectures on Safety and Health will be held again on March 18 with keynote Amy Leneker speaking on Authentic Leadership.

A Networking Event for WA VPP sites was held Nov. 20, at DOSH Headquarters in Tumwater, WA. Representatives from current and prospective VPP sites met to learn about Milgard's Journey to Safety Excellence, Compliance Inspections, Reducing Worker Compensation Costs, and Workplace Characterization for Industrial Hygiene.

DOSH VPP will continue to help staff the Governors Safety and Health Conference, Agriculture Safety Days, Construction Safety Day and Maritime Safety Day.

The program is also exploring ways to advance the VPP ideal of occupational health excellence both with VPP sites and with internal DOSH practices using the American Industrial Hygiene Association's publication, Principles of Good Practice for Occupational Exposure Assessment. Per the initiative publication version 3 accessed on the AIHA website, "PGP provide all OEHS professionals with a common vision of practices determined by subject matter experts to ensure strong foundational risk management programs that deliver a baseline level of protection for the people under OEHS professionals' care. The intent is to elevate the performance of all OEHS programs by recommending a set of uniform program and performance targets that can be used in continuous improvement activities by OEHS practitioners and the profession as a whole". Current work by DOSH VPP includes assessing the quality of VPP site industrial hygiene monitoring plans, providing guidance documents to employers, developing outreach presentation materials, and educating and training internal DOSH compliance and consultation staff on methods to improve exposure decisions. DOSH VPP presentations included:

- 2024 Region X VPPPA Northwest Safety & Health Summit — "How Should VPP Sites be Sampling and Analyzing Worker Exposure Data? Limitations and Best Practices".
- 2024 Governors Industrial Safety and Health Conference — "Industrial Hygiene Exposure Assessment Strategies - Limitations and Principles of Good Practice".
- 2024 November VPP Networking Event — "Workplace Characterization for Industrial Hygiene"

Multicultural Safety and Health Outreach Program

DOSH's Multicultural Safety & Health Outreach Program (MSHOP) is still out in front nationally with a 10-hour certified worker safety and health training course for agriculture workers as well as high school students and teachers. The agriculture worker safety and health training parallels the OSHA-10 certified training courses for construction and general industry. WISHA-10 trainings were conducted throughout the state with employers, employees and educators.



High school teachers from Castlerock School district taught WISHA 10 for agriculture to 50 high school seniors.

MSHOP also has a 40-hour Training of Trainer (TOT) training for those who wish to conduct the WISHA-10 training for Agriculture workers or high school students and teachers. In June 2024, the first set of high school teachers from Castlerock School district taught WISHA 10 for agriculture to 50 high school seniors. These teachers completed the “train the trainer” with live props, scenarios for hazard recognition, and hands-on demonstrations and exercises.

DOSH has one of the most comprehensive Spanish-Language websites in Washington State government. DOSH website pages are in English and Spanish, and the management of translated safety and health are under one program, the DOSH Translation Management Program. It was established to ensure accurate and timely translation of safety and health content for both DOSH and our DOSH webpages. DOSH website services has worked to ensure the DOSH website is more comprehensive, accurate, better organized, and easier to navigate for Spanish web content. Making it easier for customers to engage with us online in Spanish is another important way for us to reach these Spanish speaking customers.

DOSH continues to expand our Spanish radio media presence for audiences with limited English proficiency in collaboration with the Department of Health, Pacific Northwest Agricultural Safety and Health Center, and Radio KDNA. The series have included discussion of Outdoor Heat Exposure, COVID, Wildfire Smoke and any significant updates to these and other programs.

CONFERENCE AND EVENTS OUTREACH

Education and Outreach provides safety and health outreach and information as exhibitors at selected industry conferences and events.

Education and Outreach has been an active exhibitor at numerous conferences and trade shows across many disciplines including:

- Road construction and maintenance
- Commercial and residential construction
- Facilities maintenance/management
- Hops
- Maritime
- Fire service
- City entities across WA
- Food service

- Shellfish growers
- Vegetation management
- Row crops
- Pulp and paper
- Tree fruit
- Berries
- Dairy
- Women in construction
- Potatoes
- Union representatives at the annual state labor convention

Outreach participated in an event with the WA State Recycling Association for the first time. We shared WA state specific and general resources with other states as many of the bigger events have attendees from other states and they are always interested in our resources to use in their workplaces.

DOSH Consultation assists with events as needed, allowing us to reach more businesses and workers and help prevent workplace injuries, illnesses, and fatalities.

In 2024, Education and Outreach participated in numerous multi-industry events including the Governor's Industrial Safety and Health Conference, city employee health and safety fairs for Yakima, Tukwila, and Snohomish, the Pacific Northwest Section of the American Industrial Hygiene Association (AIHA) conference, the Pacific Northwest Section of the American Society of Safety Professionals (ASSP) Conference, and the Blue Mountain Safety Conference. We worked with our agency design staff for the creation of a new booth banner to promote the 10 annual campaigns we promote.

WEB AND DIGITAL EDUCATION

Digital education is responsible for creating safety and health resources for preventing injuries and illnesses.

Rules Resource Work

Digital Education developed resources for several new rules including Ambient Heat, Wildfire Smoke, Construction Sanitation, Adult Entertainer Safety, and Warehouse Distribution Centers. The work teams created resources that include summaries, training kits, accident prevention plan addendums, safety orientations, and infographics. All materials were translated into Spanish.

Ergonomics Outreach

Work-related musculoskeletal disorders (WMSDs) are the leading type of occupational injury in Washington State. They account for at least one-third of workers' compensation claims that result in time-loss or wage replacement. In 2023, the legislature passed RCW 49.17.520, allowing L&I to adopt rules to prevent WMSDs in industries or risk classes that see workers compensation claims for WMSDs at least two times the overall state rate.

L&I must publish an annual report of industries and risk classifications eligible for rulemaking along with a high priority list of those most likely to be selected for new rules each November. The November 2023 report identified 31 high priority industries and risk classes, which was later narrowed to five industries and risk classes. In October 2024, L&I

selected Scheduled Airlines – Ground Crews, Risk Class 6802 for the first rulemaking effort and began the formal rulemaking process.

The November 2024 report included 29 high priority industries and risk classes with the top five identified. With the publication of the 2024 report, L&I has announced that the second rulemaking will be for Fulfillment Centers. L&I will start the second formal rulemaking later in 2025.

Our ergonomist developed an in-depth Communications Plan for internal and external audiences for the Ergonomics Initiative which includes:

- Develop marketing and education best practices for motivating industries (may include incentives).
- Develop external facing website for employers (includes resources such as industry lists, consultation services available, etc.).
- Apply existing tools to identify work-related MSD hazards.
- Develop tools for employers to identify work-related MSD hazards.
- Provide macro level outreach to raise awareness and motivate industries into adopting best practices to prevent work-related MSDs.

Resources were developed including handouts and flyers, FAQ's, Presentations in-person and virtual, Campaign on Ergonomics Best Practices, Website content, tools and resources.

Safety and Health Campaigns

Ten DOSH campaigns were hosted last year. The team managed and improved materials and messaging for internal and external engagement. The newest campaign was Mental Health and we created a new website partnership with the DOSH Construction Advisory Committee available on [Ini.wa.gov](https://ini.wa.gov).

Accident Prevention Program Templates

To assist employers with creation of their Accident Prevention Program, DOSH provides a number of sample program templates available on the public website at lni.wa.gov.

Digital Education is working in partnership with Consultation to improve and test all of the APP resources. A pilot program is allowing testing of new materials. The goal is to provide employers with templates that are useful and easily customizable to their specific workplace, resulting in fewer violations.

Digital Education Videos

Video work by digital education in 2024 includes the following:

Award winning video — Paraplegic Worker Talks Fall Protection for the Stand-Down for Falls Campaign

The Digital Education team in collaboration with our Communications Consultant won a first place award for this video from The American Association of State Compensation Insurance Funds (AASCIF). AASCIF is a national association that presents annual Communication Awards to member funds and boards for their professional, creative, and resourceful communication efforts. The stiff competition included more than 50 submissions across eight categories from private and public sector organizations.

The video included a profile and interview of a paraplegic worker, Russ Youngstrom, talking about the lessons he learned the hard way on the importance of fall protection. Falls from height are a particularly challenging issue, and an urgent one: More than 1,600 workers are injured each year from falls in Washington. Russ Youngstrom was one of them. To make his story more impactful and real, the Communication Services and Digital Education teams asked him to tell his story directly, in his own words. We released the video on multiple platforms during national “Stand-down to prevent falls in construction week.” The video is a case study in the way our team makes a small budget go a long way to advance an important message: with only \$200 in advertising funds, the video played more than 23,000 times.

Videos were also developed to promote the DOSH Consultation Team and show the benefits of a worksite consultation.

- Watch the MacDonald-Miller video at bit.ly/3TO4F9z.
- Watch the Long Ranch video at bit.ly/46riLFg.

Videos were also developed to promote new equipment from the Firefighter Injury and Illness Reduction (FIIRE) Program.

The goal was to reduce incidence of firefighter occupational injuries and illnesses through proactive risk management and implementation of best practices according to RCW 51.04.170. L&I partnered with representatives from the Washington Fire Chiefs (WFC) and the Washington State Council of Fire Fighters (WSCFF) to develop the Firefighter Injury and Illness Reduction (FIIRE) Program.

- Watch L&I's FIIRE Program — South Bay Fire Department Stair Chair, Patient Transport Best Practices: Stair chairs with tracks can save your back video at bit.ly/3Tdj3li.
- Watch L&I's FIIRE Program — Cowlitz 2 Fire & Rescue Fire Stick video at bit.ly/3ZSi5F5.

*Video promo for
new equipment from
the Firefighter Injury
and Illness Reduction
(FIIRE) Program.*



The Wyoming Occupational Safety and Health Administration (WYOSHA) has been dedicated to protecting the health and safety of Wyoming's workforce since its inception on May 3, 1974. Our mission is to foster a robust culture of safety across all workplaces under the program's jurisdiction, both public and private. Our team of experienced safety and health professionals provides vital support through our comprehensive consultation and enforcement programs.

Our Consultation Program offers private-sector employers free, confidential services to identify and mitigate workplace hazards, enhance their safety protocols, and create a safer environment for their employees. This proactive approach helps businesses improve their operations and protect their most valuable asset — the workforce.

The Compliance Program ensures adherence to safety and health standards across all industries under our jurisdiction. We rigorously investigate complaints, fatalities, serious incidents, and whistleblower discrimination. Our commitment to enforcement ensures that all workplaces meet the necessary safety benchmarks.

Furthermore, our Compliance Assistance Program actively engages with the public sector, building strong relationships while ensuring regulatory compliance. We understand the importance of public sector safety and work diligently to provide the necessary guidance and support. Over the past year, we've conducted 96 regulatory inspections, 139 consultation visits, and 49 outreach activities. These efforts reflect our dedication to promoting safety and health throughout Wyoming.

We believe every worker deserves to work in an environment where their well-being is prioritized. By working together, we can create a safer future for all Wyoming workers.

SIGNATURE PROJECTS

We are proud to announce that the state's regulatory framework for oil and gas has undergone modernization. By aligning with current federal standards and incorporating updated consensus standards based on industry best practices, we are setting the stage for safer, more efficient operations in our vital energy sector.

This critical update not only streamlines the identification and management of hazards but also positions us at the forefront of effective strategies utilized across various industries. By fostering clearer communication regarding safety standards and hazard identification, we are resolutely committed to ensuring that our regulations keep pace with technological advancements and proven methods for risk reduction.

Furthermore, we are dedicated to empowering employers by equipping them with resources designed to meet industry standards. This transformative progress would not have been attainable without the continued tireless efforts of not only current but also previous administrations consistently evaluating and electing change.

From the foundation of the first Wyoming Oil and Gas Well Drilling, Servicing, and Special Servicing regulations, we have built upon the groundwork laid by dedicated individuals who recognize the importance of safety and responsibility in our state's energy sector.

We deeply respect their contributions and acknowledge that the current advancements directly result from their foresight and commitment. Their dedication to creating and refining the initial regulations has provided us with a strong foundation upon which we continue to build. We are committed to honoring their legacy by further enhancing safety measures, streamlining processes, and ensuring a more responsible future for our state's energy sector.

Our goal is to maintain the high standards they establish, innovate, and adapt to the industry's evolving needs and challenges. By continually evaluating and updating our regulations, we strive to create a safer and more sustainable environment for all stakeholders involved. We are dedicated to building upon their achievements and ensuring that Wyoming remains a leader in responsible energy production.

ENFORCEMENT

Enforcement conducted several high-profile investigations. The first investigation involved an excavation with inadequate cave-in protection and employee training. An employee lost their life while performing work on a landscaping project. Depending on the scale, landscaping does not typically involve excavating over a depth of two feet. The lack of training was the most crucial element missing, which contributed to this fatality. Violations were issued in this case.



Drones were purchased with the assistance of federal partners in the Denver Region.

A second fatality investigation involved a police officer who was shot in the line of duty while serving a trespass notice.

Service of notice is a normal part of the officer's work duties. There was no evidence to support that the service of this trespass notice would result in the outcome of a fatality since the individual being served has had interaction with law enforcement in the past with no incident.

When confronted with the notice, the suspect became hostile and opened fire on the officer. The officer was fatally wounded and succumbed to his injuries. There were no violations associated with the investigation.

Two drones were purchased with the assistance of our federal partners in the Denver Region to strengthen the program's investigation techniques. Three of our enforcement officers and our deputy administrator took an AU100 Part 107 Ground School class to ensure coverage. All passed the FAA Part 107 Drone Knowledge Test and are now certified remote drone pilots.



Wyoming OSHA Roadshow took place on May 14-15, 2024.

EMPHASIS PROGRAMS

WYOSHA has adopted a proactive approach to address safety risks in high-hazard industries. We are currently revamping our Local Emphasis Programs (LEPs) to enhance workplace safety. These initiatives will specifically focus on Workers' Compensation and the Oil and Gas industry. Through implementing these LEPs, WYOSHA will increase its oversight and inspection activities, enforcing strict adherence to safety regulations to reduce hazardous incidents significantly.

OUTREACH AND COMMUNICATION

We successfully launched the inaugural Wyoming OSHA Roadshow on May 14-15, 2024, offering employers in-depth, in-person training on critical safety topics. We covered excavation safety, fall protection equipment awareness, and inspection procedures, equipping attendees with essential knowledge for improving construction site safety. Based on the success of our inaugural Roadshow, the next Wyoming OSHA Roadshow has been scheduled for the May 2025 timeframe, offering another opportunity for professional training.

Our team instructed a specialized accident causation course for students in the construction program management degree at the University of Wyoming. This course aims to prepare future industry leaders with a strong foundation in Wyoming OSHA standards.

Through the development of the causation course, we developed an idea of working with the University of Wyoming, Casper College, and Laramie County Community College in a way that would allow for an internship to demonstrate health and safety opportunities for students who will eventually be in the workforce. This three-month internship, from June through August 2024, was for students interested in learning/participating in health and safety opportunities. The intern had the opportunity to work with every employee in our Agency. Once completed, he expressed his sincere interest in employment opportunities in the near future with the State of Wyoming, OSHA in particular.

Our team assisted in the instruction of VPP Applications at the VPPA Safety & Symposium in Denver, Colorado with our federal partners. Our team also actively participated in and promoted safety events across the state. We were involved in the National Safety Stand-Down to Prevent Falls in Construction in May 2024, and we observed Workers' Memorial Day in April 2024, honoring those who have lost their lives in workplace incidents and reinforcing our commitment to hazard prevention.

These efforts reflect our dedication to enhancing workplace safety and supporting both current and future industry professionals.

PARTNERSHIPS

WYOSHA has alliances with two important organizations: the Wyoming Transportation Safety Coalition and the Associated General Contractors. These partnerships are crucial for the success of our state plan, as they actively participate in, support, and promote it.

- The Transportation Safety Coalition aims to reduce work-related transportation fatalities by educating people, providing training, and working with the entities responsible for transportation in Wyoming. They proactively develop processes to decrease transportation-related fatalities on the state's roadways.
- Associated General Contractors provides several benefits and services to its members, such as political involvement, training, safety program and career opportunities. Their goal is to promote the construction industry and ensure that all citizens of Wyoming have equal opportunities. By collaborating with our alliances, we can achieve our objective of ensuring safety across various industries through outreach and education.





[OSHSPA.ORG](https://oshspa.org) / [OSHA.GOV](https://osha.gov)