

INReview

Indiana Occupational Safety and Health 2016
An annual publication of the Indiana Department of Labor



Construction Safety Inspector Ellen Osborne and Field Training Officer Kevin Goeden demonstrate an Indiana Occupational Safety and Health Administration (IOSHA) mock inspection hosted at AECOM.

On December 29, 1970, President Richard M. Nixon signed the *Occupational Safety and Health Act (OSH Act)*. The OSH Act created the federal Occupational Safety and Health Administration (OSHA). The OSH Act also encouraged states to develop and implement their own occupational safety and health programs. On September 26, 2016, the Indiana Occupational Safety and Health Administration (IOSHA) will celebrate its 30th anniversary as a federal OSHA-approved state plan program.



From 2011 to 2015, IOSHA compliance safety and health officers conducted **6,314 inspections** and issued nearly **11,000 citations** to protect Hoosier employees.

The 2014 nonfatal occupational injury and illness rate was the second lowest on record for the state of Indiana.



The Department of Labor's workplace safety and health consultation division, **INSafe**, conducted **more than 2,000 onsite consultations** between 2011 and 2015.

During that time, consultants assisted in the correction of **more than 5,000 hazards** and processed **over 2,000 industrial hygiene samples**.

Since 1992, Indiana's nonfatal occupational injury and illness rate has dropped by nearly 64%.



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“As Indiana’s economy continues to grow and with more Hoosiers working than ever before, I’m thankful that the Indiana Department of Labor, in partnership with Indiana employers and employees all across our state, continues to make the safety of Hoosier workers a top priority.”

Michael R. Pence
Governor of Indiana

Welcome to a special edition of *IN Review*. The department is pleased to issue this publication as the **Indiana Occupational Safety and Health Administration (IOSHA)** celebrates its 30th year of approved state plan status. States that achieve this status are approved by the federal Occupational Safety and Health Administration (OSHA) to develop and operate their own worker safety and health programs.

Thirty years ago, in 1986, more than 144,000 Hoosier workers suffered an occupational injury or illness—the equivalent of one in every 12 workers. In 2014, the number of Hoosier workers who suffered an occupational injury or illness is 93,300 - the equivalent of one in every 25 workers.

Together, we’ve built systems that engineer hazards out of the workplace; used administrative controls such as job rotation to reduce worker fatigue; coupled classroom-style safety and health training with on-the-job safety training; integrated worker-driven safety and health committees into businesses; taken worker safety suggestions; and have created and used personal protective equipment to make our workplaces safer. Together, we’ve come a long way. But as always, there’s more work to be done.

It is our intent that you find this information useful in reviewing your own worker safety and health programs; identifying

hazards within your facilities or jobsites; and communicating with all levels of employees. For questions concerning this annual report or its data, we encourage you to contact our free workplace safety and health consultation program, **INSafe**, by email at insafe@dol.in.gov or by calling (317) 232-2688.



The reduction in the number and severity of occupational injuries and illnesses will only be achieved through a dedicated cooperative effort of all stakeholders—employers, management, employees, professional associations and trade organizations, and labor representatives. Together, we make Indiana a safe and healthy place to work.

To your health and wealth,

Rick J. Ruble
Commissioner of the Indiana Department of Labor

Hoosier Occupational Safety and Health IN Review

Indiana's overall nonfatal occupational injury and illness rate for 2014 was 4.0 injuries per 100 full-time equivalent workers. The rate is the second lowest in the state's history.

The data used to compile this special edition of *IN Review* was provided by the federal Bureau of Labor Statistics' Survey of Occupational Injuries and Illnesses (SOII) and the Census of Fatal Injuries (CFOI). Case data was collected from the Indiana Occupational Safety and Health Administration (IOSHA). Additional data referenced in this edition was taken from "Characteristics of Occupational Injuries and Illnesses in Indiana" for 1986, published in May 1988 as prepared by Indiana Department of Labor's Research and Statistics Division.

While the overall state nonfatal occupational injury and illness rate was 4.0 per 100 workers in 2014, some industries experienced a higher rate.

Indiana industries reporting the highest injury and illness rate in 2014 included:

Arts, Entertainment, and Recreation	6.2
Agriculture, Forestry, Fishing, and Hunting	5.5
Healthcare and Social Assistance	5.2

There were 93,300 workplace injuries and illnesses reported. This represents a one-year increase of 7,500 from 2013.

Indiana industries with the highest nonfatal injuries and illnesses (in raw numbers) in 2014 included:

Manufacturing	24,800
State and Local Government	15,800
Healthcare and Social Assistance	15,000

In 2014, Hoosier workplaces reported 127 occupational fatalities. Indiana industries with the highest number of work-related fatalities in 2014 included:

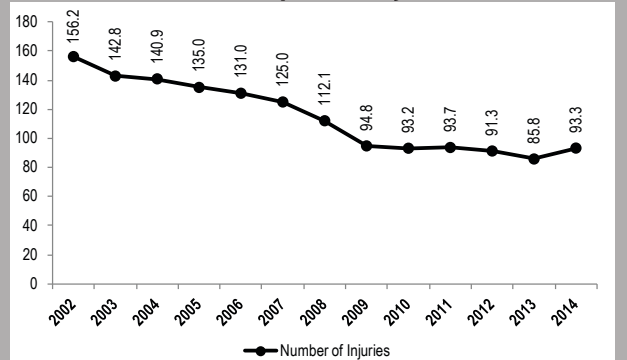
Agriculture, Forestry, Fishing, and Hunting	27
Construction	18
Transportation and Warehousing	13

Indiana's Nonfatal Occupational Injury and Illness Rate



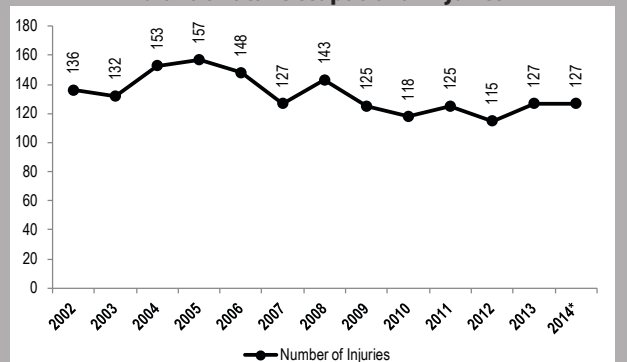
Per 100 full-time workers

Indiana's Nonfatal Occupational Injuries and Illnesses



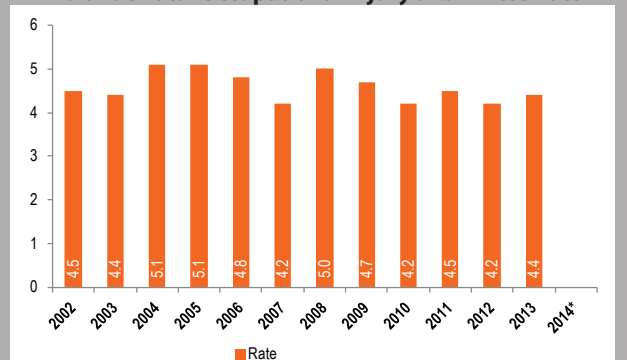
Total cases; Figures in thousands

Indiana's Fatal Occupational Injuries



Total cases
*Preliminary data

Indiana's Fatal Occupational Injury and Illness Rate



Per 100 workers

*2014 rate available in second quarter 2016

MANUFACTURING

Nearly five (4.9) of every 100 Hoosier manufacturing industry workers suffered a recordable occupational injury or illness in 2014. The 2014 rate of 4.9 reflects an approximate two percent increase over the 2013 rate of 4.8 per 100 workers. The 2014 national nonfatal occupational injury and illness rate for manufacturing was 4.0 per 100 workers; approximately 18 percent below the current Indiana rate.

The manufacturing industry employs the largest segment of Hoosier workers. The industry is comprised of a variety of industrial facilities including steel mills; automobile, food, and wood product manufacturers; foundries; and many others.

Indiana's manufacturing industry had the single highest number of worker injuries and illnesses (24,800) of any industry in the state. Nearly 27 percent of all work-related injuries and illnesses in 2014 occurred in the Hoosier manufacturing industry.

Sub-industries within the larger Hoosier manufacturing industry with high nonfatal worker injury and illness rates in 2014 included **wood product manufacturing** (9.8), **food manufacturing** (6.6), and **transportation equipment manufacturing** (5.7).

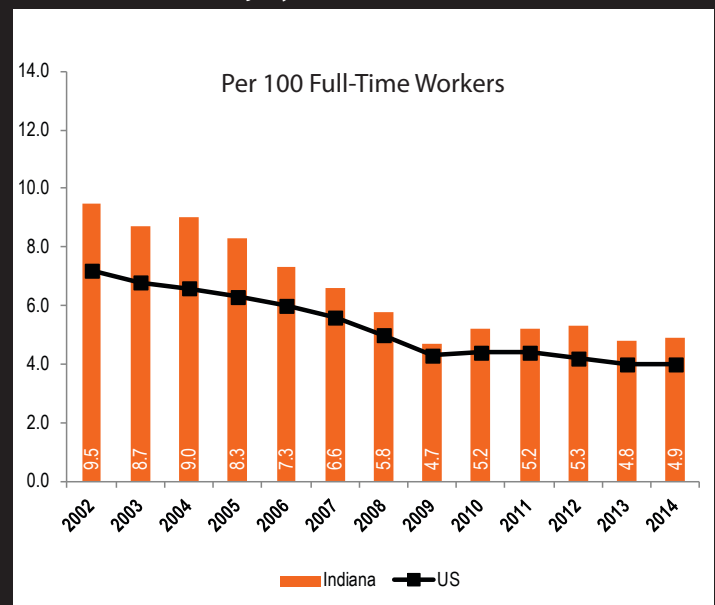
Hoosier manufacturing workers suffered 4,190 injuries severe enough to require at least one day away from work to recuperate in 2014. The average number of days away from work in the manufacturing industry in 2014 was seven - one day less than the 2013 average. Employees who suffered these injuries were most often **male** (75%), **Caucasian** (61%), and **between the ages of 45 and 54** (25%). Common events or exposures resulting in an injury with days away from work in the manufacturing industry in 2014 included **overexertion and bodily reaction** (39%); **contact with objects or equipment** (32%); and **falls, slips, and trips** (21%). Common natures of injuries in the industry in 2014 included **sprains, strains, and tears** (32%); **fractures** (12%); and **cuts, lacerations, and punctures** (11%).

Ten Hoosier manufacturing workers were fatally injured on the job in 2014. Despite the size of the industry and the number of worker injuries and illnesses, Indiana's manufacturing industry has experienced fewer worker deaths than other, smaller, Hoosier industries including **agriculture, forestry, fishing, and hunting** (27); **construction** (18); and **transportation and warehousing** (13).

Manufacturing Injury and Illness Rates and Numbers

Year	Employment	U.S.	IN	Number of Injuries and Illnesses	Number of Fatalities
2002	588,000	7.2	9.5	87,800	24
2003	573,000	6.8	8.7	49,200	15
2004	572,000	6.6	9.0	51,400	15
2005	571,000	6.3	8.3	48,600	10
2006	570,000	6.0	7.3	41,900	13
2007	568,000	5.6	6.6	36,600	7
2008	538,500	5.0	5.8	30,800	18
2009	470,800	4.3	4.7	21,500	12
2010	437,600	4.4	5.2	22,800	14
2011	456,200	4.4	5.2	23,700	14
2012	Data Unavailable	4.2	5.3	25,100	11
2013		4.0	4.8	23,000	12
2014		4.0	4.9	24,800	10

U.S. and Indiana Manufacturing Injury and Illness Rates



STATE AND LOCAL GOVERNMENT

Law enforcement personnel, career and volunteer firefighters, city and municipal workers, elected officials as well as many other occupations are represented in the state and local government sector. In some specific cases, public sector workers overlap some private industry occupations and duties (e.g. healthcare workers at state-run hospitals, construction activities for work related to the state's infrastructure, etc.).

In addition to private sector workplaces, the Indiana Occupational Safety and Health Administration (IOSHA) has jurisdiction over public workplaces. Therefore, state and local government employees are protected by the same occupational safety and health standards and directives as private industry workers.

The 2014 Indiana overall state and local government nonfatal worker injury and illness rate was 5.5 per 100 workers. The rate is nearly 11 percent higher than the 2013 rate (4.9).

More than 15,000 public sector workers in the state and local government segment suffered a workplace injury or illness in 2014. Work groups in the state and local government sector with high worker injury and illness rates in 2014 included **local transit and ground passenger transportation** (22.8),

state healthcare and social assistance (14.9), and **local public administration** (7.1).

More than 19 percent (3,070) of the reported injuries in this sector required the injured or ill worker to miss at least one day of work to recuperate. The average number of missed workdays in 2014 for state and local government workers was seven days, two days less than the previous year's average of nine.

More than half of the sector's injuries and illnesses requiring days away from work in 2014 were suffered by **men** (55%). The most frequent injuries suffered by workers in the state and local government sector were **sprains, strains, and tears** (34%). The second most common nature of injury was **soreness and pain** (20%). **Fractures** were the third highest injury suffered by state and local government sector workers (11%).

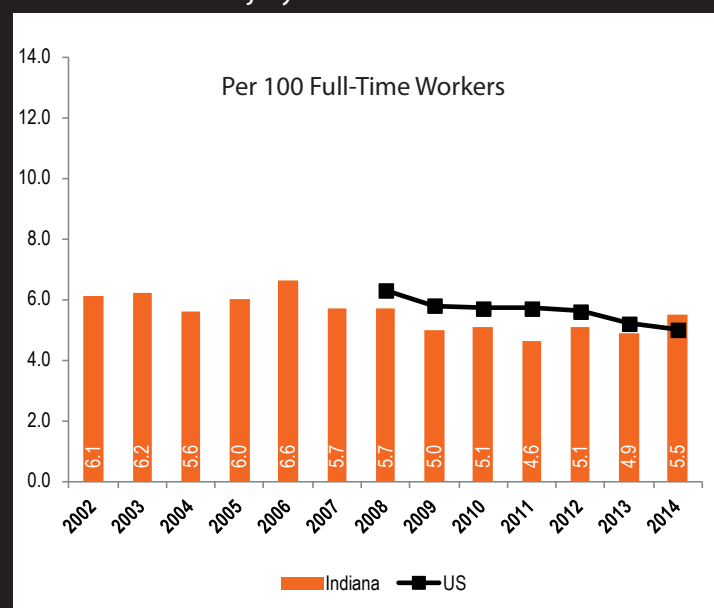
In 2014, **falls, slips, and trips** (38%) were the most common injury-causing event among state and local government workers. This was followed by **overexertion and bodily reaction** (20%) and **contact with object and equipment** (15%).

Seven state and local government employees were fatally injured in 2014. The majority of these fatalities were attributed to **workplace violence** (57%).

State and Local Government Injury and Illness Rates and Numbers

Year	Employment	U.S.	IN	Number of Injuries and Illnesses	Number of Fatalities
2002	346,400	Data Unavailable	6.1	17,300	9
2003	357,500		6.2	18,900	7
2004	360,900		5.6	16,900	6
2005	362,200		6.0	17,500	9
2006	360,300		6.6	19,700	7
2007	361,200		5.7	17,100	9
2008	368,800		6.3	5.7	15,500
2009	371,100	5.8	5.0	15,300	6
2010	368,600	5.7	5.1	14,500	9
2011	359,400	5.7	4.6	13,500	9
2012	Data Unavailable	5.6	5.1	13,400	8
2013		5.2	4.9	13,900	7
2014		5.0	5.5	15,800	7

U.S. and Indiana State and Local Government Injury and Illness Rates



AGRICULTURE

Safety Spotlight & "It Happened Here" Pg. 18-19

For many in the agriculture industry, work is an "around the clock" job. Livestock and other animals must be fed daily and soil must be worked to ensure a fruitful growing and harvesting season. Working with large animals, equipment and machinery, and working long hours can make farming strenuous and dangerous work.

The agriculture, forestry, fishing and hunting industry's nonfatal occupational injury and illness rate for 2014 was 5.5 per 100 workers. The 2014 reflects an increase in nonfatal worker injuries and illnesses of over 30 percent from the 2013 rate of 3.6 per 100 workers.

The sub-industry within the Hoosier agriculture, forestry, fishing, and hunting industry with a rate higher than the overall industry in 2014 was **animal production and aquaculture** (7.0).

Some Hoosier agriculture, forestry, fishing, and hunting workers suffered injuries severe enough to require the worker to miss at least one day of work to recuperate in 2014. The average number of days away from work for an injured worker in the industry in 2014 was two. The most common event or exposure

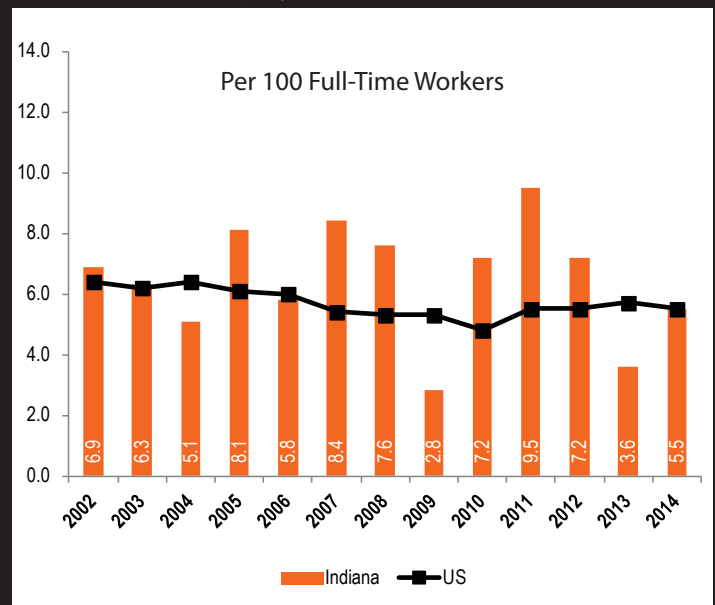
resulting in an injury with days away from work in this industry in 2014 was **struck by object or equipment** (46%). The second most common event was tied between **caught in or compressed by object or equipment** (15%) and **falls on the same level** (15%). Common natures of injuries in the industry in 2014 included **sprains, strains, and tears** (38%), **fractures** (23%) and **cuts, lacerations, and punctures** (23%).

Between 2010 and 2014, 99 Hoosier agriculture, forestry, fishing, and hunting workers were killed on the job. Twenty-seven Hoosier workers died while working in the industry in 2014. The agriculture, forestry, fishing, and hunting industry experienced the highest number of occupational fatalities of any other Hoosier industry in 2014. This represents a 50 percent increase from the 18 fatal events that occurred in the year prior. Nearly half of these deaths (13) were the result of **transportation-related incidents**. Eight of the 13 fatalities involved the **use of a tractor**.

Agriculture Injury and Illness Rates and Numbers

Year	Employment	U.S.	IN	Number of Injuries and Illnesses	Number of Fatalities
2002	11,400	6.4	6.9	Data Unavailable	24
2003	11,200	6.2	6.3	500	22
2004	9,000	6.4	5.1	400	30
2005	8,800	6.1	8.1	600	26
2006	8,800	6.0	5.8	500	12
2007	9,200	5.4	8.4	700	22
2008	9,300	5.3	7.6	600	25
2009	9,300	5.3	2.8	300	23
2010	9,300	4.8	7.2	600	24
2011	9,700	5.5	9.5	800	16
2012	Data Unavailable	5.5	7.2	600	16
2013		5.7	3.6	400	17
2014		5.5	5.5	600	27

U.S. and Indiana Agriculture Injury and Illness Rates



HEALTHCARE AND SOCIAL ASSISTANCE

Indiana's healthcare and social assistance industry provides critical services for all Hoosiers. However, healthcare workers face a number of serious safety and health hazards including bloodborne pathogens and biological hazards, waste anesthetic gas exposures, respiratory hazards, ergonomic hazards from lifting and repetitive tasks, laser hazards, workplace violence, hazards associated with laboratories, and radioactive material and x-ray hazards. Healthcare and social assistance workers may also suffer exposure to drugs and chemicals including formaldehyde, ethylene oxide, glutaraldehyde, and paracetic acid; as well as numerous other chemicals used in healthcare laboratories.

The Indiana 2014 healthcare and social assistance nonfatal injury and illness rate was 5.2 per 100 workers, which represents a one-year decline of almost two percent. The rate of injuries and illnesses for the industry represents about 15,000 injured or ill workers during 2014 calendar year. The national healthcare and social assistance nonfatal worker injury and illness rate for 2014 was 4.5.

Sub-industries within the Hoosier healthcare and social assistance industry with high nonfatal worker injury and illness rates in 2014 included the

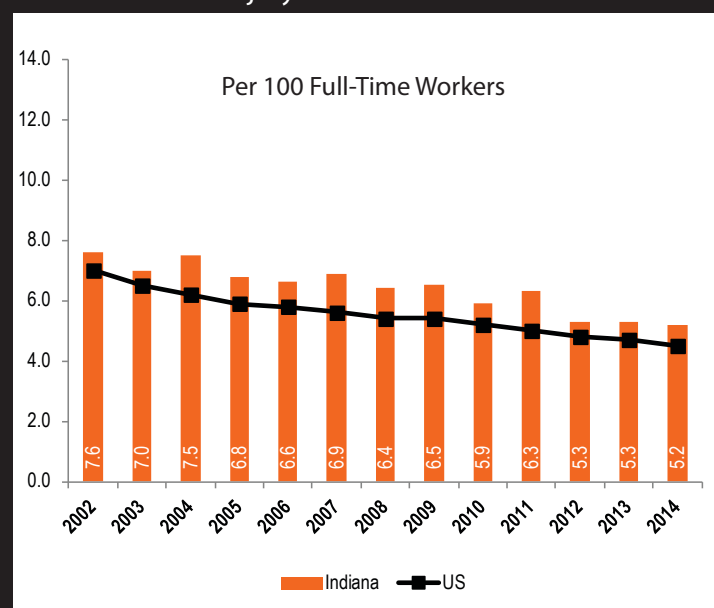
nursing and residential care facilities (8.9) and hospitals (6.0). Both sub-industries identified above have nonfatal injury and illness rates higher (nearly 42 and 13 percent respectively) than the overall healthcare and social assistance industry average. The 2014 rate for the social assistance sector of the industry was 3.5 per 100 workers.

In 2014, Indiana healthcare and social assistance workers suffered over 2,500 injuries severe enough to require at least one day away from work for the worker to recuperate. The average number of days away from work in the healthcare and social assistance industry in 2014 was six - one day longer than the 2013 average of five. Employees who suffered these injuries were most often **female** (88%), **Caucasian** (62%), and **between the ages of 35 and 44** (26%). Common events or exposures resulting in an injury with days away from work in the healthcare and social assistance industry in 2014 included **overexertion and bodily reaction** (40%); **falls on the same level** (26%); and **violence and other injuries by persons or animals** (13%). In 2014, common natures of injuries suffered by Hoosier healthcare and social assistance workers included **sprains, strains, and tears** (48%); **soreness and pain** (14%); and **bruises and contusions** (10%). Common sources of injuries were most often identified as the following: **healthcare patients** (33%); **floors, walkways, and ground surfaces** (25%); and **worker motion or position** (11%).

Healthcare and Social Assistance Injury and Illness Rates and Numbers

Year	Employment	U.S.	IN	Number of Injuries and Illnesses	Number of Fatalities
2002	328,200	7.0	7.6	17,300	-
2003	329,600	6.5	7.0	16,500	-
2004	303,200	6.2	7.5	18,600	3
2005	308,400	5.9	6.8	16,100	4
2006	316,000	5.8	6.6	16,500	-
2007	325,600	5.6	6.9	17,100	-
2008	332,600	5.4	6.4	16,000	5
2009	341,000	5.4	6.5	16,600	6
2010	348,100	5.2	5.9	16,200	4
2011	353,900	5.0	6.3	17,300	-
2012	Data Unavailable	4.8	5.3	14,500	-
2013		4.7	5.3	15,100	3
2014		4.5	5.2	15,000	3

U.S. and Indiana Healthcare and Social Assistance Injury and Illness Rates



MINING

The overall nonfatal occupational injury and illness rate for the Indiana mining industry was 2.7 per 100 workers. This represents a one-year decrease of nearly 16 percent of workplace injuries and illnesses in the mining industry.

Workers in the Hoosier mining industry suffered 200 work-related injuries and illnesses in 2014. Fifty-five percent (110) of these injuries required the worker to miss at least one day of work to recuperate. On average, injured or ill workers missed 17 days of work in 2014, a decrease of four days from the previous year, average of 21 days. All work-related injuries requiring days away from work in the Hoosier mining industry were suffered by men.

The most common injury suffered by workers in this industry resulting in lost work time in 2014 was **fractures** (36%). Common sources of worker injury was a three-way tie between the following: **parts and materials** (18%); **vehicles** (18%); and **floors, walkways, and ground surfaces** (18%). Common injury events or exposures experienced by workers in the mining industry in 2014 included **contact with objects and equipment** (45%); **overexertion and bodily reaction** (27%); and **falls, slips, and trips** (18%).

While the rate includes all Hoosier mining activities—surface and underground, the Indiana Department of Labor's Bureau of Mines and Mine Safety only has regulatory authority for underground coal mining activities. The Hoosier coal mining sub-industry rate was also 2.7 per 100 workers.

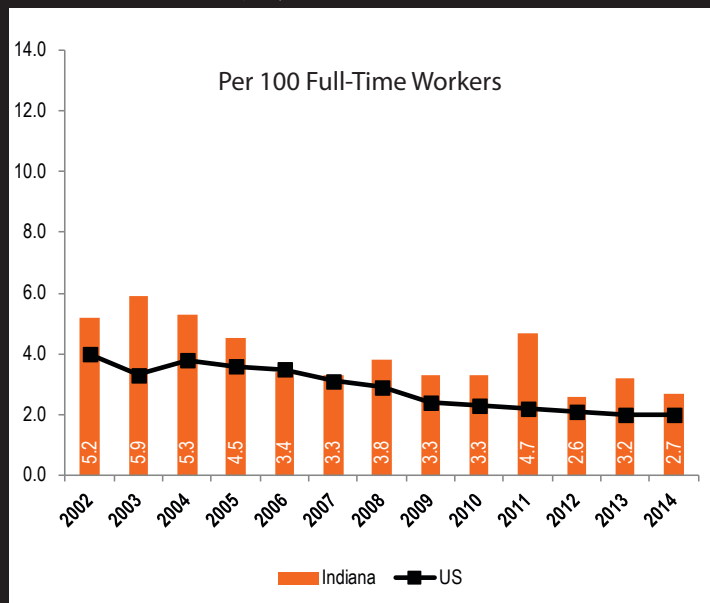
The Indiana Bureau of Mines and Mine Safety, located in Vincennes, Indiana, works very closely with mine management, labor, and the federal Mine Safety and Health Administration (MSHA). The Indiana Bureau of Mines and Mine Safety conducts an inspection of each underground coal mine at least once per quarter. These inspections are conducted by the assistant commissioner of the Indiana Bureau of Mines and Mine Safety or the chief mine inspector, both who are certified mine foremen. Identified safety and health violations are required to be immediately corrected. In addition to this inspection, MSHA inspectors conduct frequent enforcement inspections as well.

One worker was fatally injured in 2014 in the Hoosier mining industry. The fatality was categorized as a **contact with objects and equipment**.

Mining Injury and Illness Rates and Numbers

Year	Employment	U.S.	IN	Number of Injuries and Illnesses	Number of Fatalities
2002	6,800	4.0	5.2	Data Unavailable	-
2003	6,700	3.3	5.9	400	-
2004	6,700	3.8	5.3	400	-
2005	6,500	3.6	4.5	300	-
2006	6,500	3.5	3.4	200	-
2007	6,600	3.1	3.3	200	-
2008	6,400	2.9	3.8	300	-
2009	6,400	2.4	3.3	200	-
2010	6,400	2.3	3.3	200	-
2011	6,400	2.2	4.7	300	-
2012	Data Unavailable	2.1	2.6	200	-
2013		2.0	3.2	200	1
2014		2.0	2.7	200	1

U.S. and Indiana Mining Injury and Illness Rates



TRANSPORTATION AND WAREHOUSING

From semi truck drivers and mechanics to material movers and taxi drivers, these jobs represent a small fraction of the occupations that make up the Hoosier transportation and warehousing industry. Industry workers are responsible for the transportation of people and goods as well as the storage of goods.

The nonfatal occupational injury and illness rate for the Indiana transportation and warehousing industry in 2014 was 4.4 per 100 workers. While the overall industry rate reflects a one-year increase of a little more than 11 percent from the 2013 historic low rate of 3.9 per 100 workers, the Indiana rate is about eight percent lower than the national rate of 4.8 per 100 workers in this industry.

Sub-industries within the transportation and warehousing industry with high nonfatal worker injury and illness rates in 2014 included the **couriers and messengers** (5.6), **truck transportation** (5.0), and **warehousing and storage** (4.5).

In 2014, workers within the Indiana transportation and warehousing industry suffered over 2,000 injuries severe enough to require at least one day away from work for the worker to recuperate.

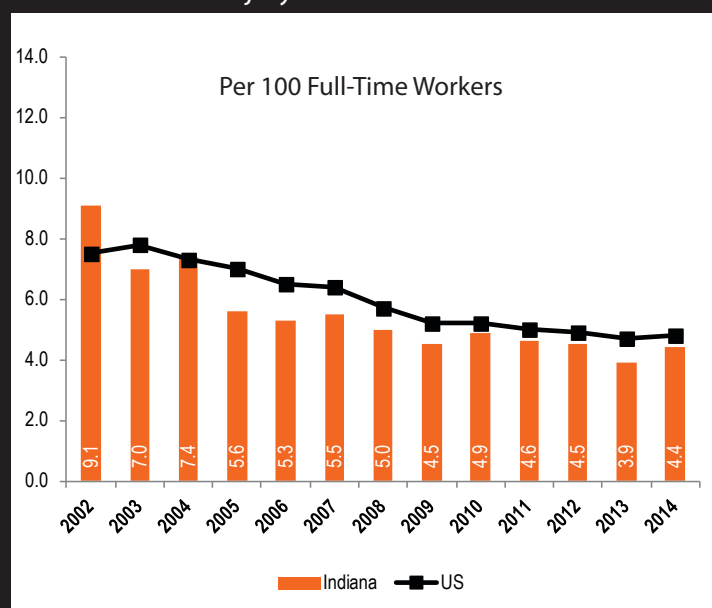
The average number of days away from work in the transportation and warehousing industry in 2014 was 21 - the second highest number of days of any other Hoosier industry. Employees who suffered these injuries were most often **male** (84%), **Caucasian** (52%), and **between the ages of 45 and 54** (28%). The most common event or exposure resulting in an injury with days away from work for workers in the industry in 2014 was tied between **overexertion and bodily reaction** (33%) and **falls, slips, and trips** (33%). Injuries resulting in days away from work most often suffered by workers in the transportation and warehousing industry in Indiana in 2014 were **sprains and strains** (39%); **soreness and pain** (14%); and **fractures** (13%).

In Indiana in 2014, the transportation and warehousing industry experienced 13 fatalities. Nearly 85 percent (11) of the industry's 2014 fatalities were **transportation-related**. While the transportation and warehousing industry had the third highest number of worker deaths in 2014, the industry experienced a one-year decrease of 12 in 2013.

Transportation and Warehousing Injury and Illness Rates and Numbers

Year	Employment	U.S.	IN	Number of Injuries and Illnesses	Number of Fatalities
2002	104,700	7.5	9.1	5,700	27
2003	107,700	7.8	7.0	6,700	21
2004	101,800	7.3	7.4	7,000	27
2005	105,200	7.0	5.6	6,300	28
2006	108,800	6.5	5.3	5,900	34
2007	110,900	6.4	5.5	6,200	31
2008	108,800	5.7	5.0	5,800	16
2009	107,200	5.2	4.5	5,200	18
2010	103,000	5.2	4.9	5,100	16
2011	106,300	5.0	4.6	4,900	25
2012	Data Unavailable	4.9	4.5	5,000	21
2013		4.7	3.9	4,500	25
2014		4.8	4.4	5,000	13

U.S. and Indiana Transportation and Warehousing Injury and Illness Rates



RETAIL TRADE

The retail trade industry consists of convenience stores, car dealerships, home supply centers, clothing and grocery stores, and many other businesses. The industry provides many full-time and part-time employment opportunities for Hoosier workers as well as a great convenience to Hoosiers purchasing goods.

The 2014 nonfatal worker injury and illness rate in this industry was 3.7 per 100 workers, which represents a one-year increase of eight percent in nonfatal occupational injuries and illnesses. The national retail trade industry average is 3.6 per 100 workers.

Retail workers are subjected to a variety of occupational health and safety hazards, including contact with the public; working long or irregular hours; and ergonomic stressors from repetitive motion duties such as lifting, bending, and reaching, and working on ladders and step-stools. Exposure to worker injury and illness increases during certain times of the year, especially during large crowd-drawing sales events for new products and during the holiday shopping season.

The three retail trade sub-industries with the highest rates of nonfatal occupational injuries and illnesses in 2014 included **building material and garden equipment and supplies dealers** (5.9);

motor vehicle and parts dealers (4.1); and **general merchandise stores** (3.9).

In 2014, there were nearly 2,300 injuries and illnesses that required the injured or ill worker to miss one or more days of work for recuperation. On average, injured or ill workers missed seven days of work in 2014. This is an increase of three days from the previous year.

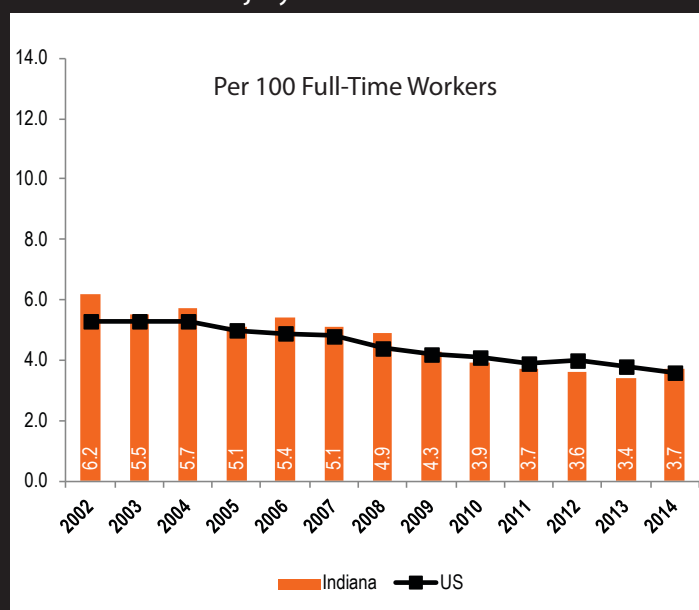
The most common injury suffered by workers in this industry resulting in lost work time in 2014 was **sprains and strains** (39%). Other frequent injuries reported by workers in the retail trade industry included **soreness and pain** (14%), as well as **fractures** (13%). Common sources of worker injury included **vehicles** (34%); **floors, walkways, and ground surfaces** (20%); and **containers** (12%).

In 2014, there were eight workplace fatalities in the retail trade industry; one less than in 2013. Six of the eight fatalities that occurred in 2014 were attributed to **violence (homicide)**. The homicides in the retail trade were committed in a **convenience store** (1), a **gasoline station attached to a convenience store** (1), and a **supermarket and other grocery (except convenience) store** (1). Other retail homicides occurred in a **tobacco store** (1), **clothing store** (1), and **sporting goods store** (1).

Retail Trade Injury and Illness Rates and Numbers

Year	Employment	U.S.	IN	Number of Injuries and Illnesses	Number of Fatalities
2002	338,400	5.3	3.2	23,200	15
2003	333,300	5.3	5.5	14,100	10
2004	332,900	5.3	5.7	13,700	17
2005	332,100	5.0	5.1	13,000	13
2006	330,700	4.9	5.4	13,700	5
2007	330,900	4.8	5.1	12,500	4
2008	328,400	4.4	4.9	12,100	13
2009	316,000	4.2	4.3	10,200	9
2010	306,200	4.1	3.9	8,700	7
2011	307,200	3.9	3.7	8,500	8
2012	Data Unavailable	4.0	3.6	8,500	7
2013		3.8	3.4	8,100	9
2014		3.6	3.7	8,700	8

U.S. and Indiana Retail Trade Injury and Illness Rates



ACCOMMODATION AND FOOD SERVICES

A fine example of Hoosier hospitality is displayed by workers in the state's accommodation and food services industry. Industry workers provide guests with lodging and food and beverage services. The accommodation and food services industry is a sub-industry of the much larger **leisure and hospitality industry**.

The industry includes hotels, motels, restaurants, and recreation and vacation camps, along with many other hospitality-related services.

The Indiana nonfatal occupational injury and illness rate for the accommodation and food services industry in 2014 was 3.3 per 100 workers. The 2014 rate represents a historic low for the Hoosier industry and a one-year decrease of five percent from the 2013 rate of 3.5. The 2014 national rate for the accommodation and food services industry is 3.5, five percent higher than the Indiana industry average.

Hoosier workers in this industry suffered approximately 5,000 nonfatal workplace injuries and

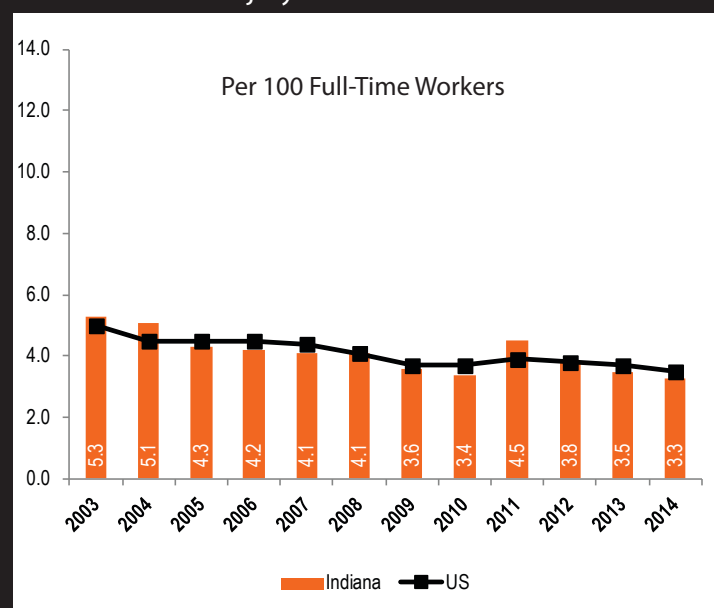
illnesses in 2014. A little more than 1,000 (20%) of those injuries and illnesses required the injured or ill worker to miss at least one day of work to recuperate. The average number of days away was eight—the same as 2013. Workers most often suffered from **sprains, strains, and tears (31%); cuts, lacerations, and punctures (16%); and soreness and pain (12%)**. These injuries were most often attributed to **falls on the same level (28%); overexertion and bodily reaction (26%); and struck by object or equipment (22%)**. The top three sources of these injuries in 2014 included **floors, walkways, and ground surfaces (28%); worker motion or position (22%); and containers (15%)**. Employees who endured these injuries were most often **female (69%), Caucasian (42%), and between the ages of 25 and 34 (23%)**.

Five workers in the accommodation and food services industry were killed while working in 2014. Three of the five worker deaths were a result of **workplace violence**.

Accommodation and Food Service Injury and Illness Rates and Numbers

Year	Employment	U.S.	IN	Number of Injuries and Illnesses	Number of Fatalities
2002	Data Unavailable				
2003	228.7	5.0	5.3	7.4	5
2004	230	4.5	5.1	7.4	-
2005	232.9	4.5	4.3	6.1	5
2006	236.1	4.5	4.2	6.3	3
2007	242.1	4.4	4.1	6.1	3
2008	244.3	4.1	4.1	5.8	3
2009	240.2	3.7	3.6	5.1	4
2010	233.7	3.7	3.4	4.8	-
2011	236.5	3.9	4.5	6.8	3
2012	Data Unavailable	3.8	3.8	5.4	1
2013		3.7	3.5	5.3	4
2014		3.5	3.3	5.0	5

U.S. and Indiana Accommodation and Food Service Injury and Illness Rates



CONSTRUCTION

Safety Spotlight & "It Happened Here" Pg. 16-17

Indiana's construction industry workers are responsible for providing maintenance to and building commercial and industrial facilities, residential dwellings, and infrastructure. Carpenters, painters, pipe layers, heavy equipment operators, and engineers are a few of the job categories found within the industry.

Workers in the construction industry are exposed to many occupational hazards including falls from heights such as ladders, roofs, and other structures; working with machinery, equipment, and chemicals; and electric shock.

The 2014 nonfatal occupational injury and illness rate for the construction industry was 3.4 per 100 workers. The rate represents an increase of nearly 18 percent from the industry's 2013 historic low rate of 2.8 per 100 workers. While the Indiana construction industry rate experienced a one-year increase, the rate remained nearly six percent lower than the national industry rate of 3.6 per 100 workers. The sub-industry within the construction industry with the highest nonfatal worker injury and illness rates in 2014 was **construction of buildings** (4.1). In 2014, Hoosier construction workers suffered over 1,000 injuries severe enough to require at least one

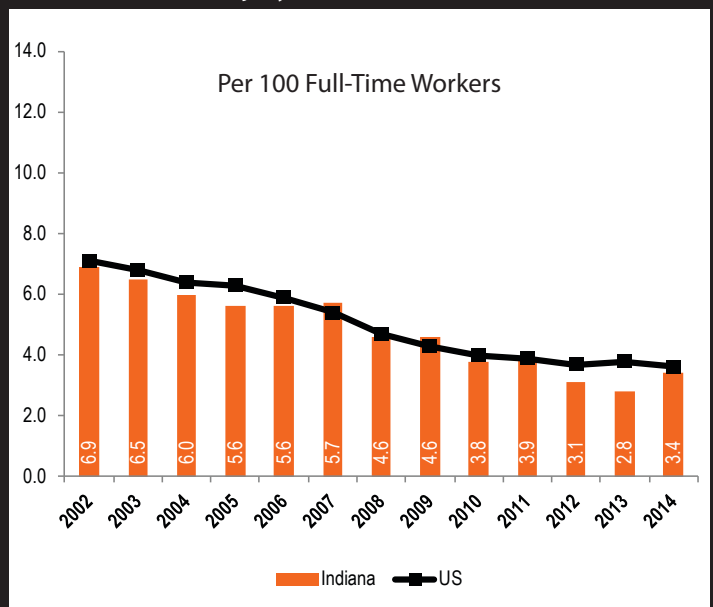
day away from work for the worker to recuperate. The average number of days away from work in the construction industry in 2014 was 37 - the greatest number of days of any other Hoosier industry. Employees who suffered these injuries were most often **male** (82%), **Caucasian** (79%), and **between the ages of 55 and 64** (32%). Common events or exposures resulting in an injury with days away from work in the construction industry in 2014 included **overexertion and bodily reaction** (26%); **fall to a lower level** (24%); and **contact with objects and equipment** (23%). Common natures of injuries in the industry in 2014 included **sprains, strains, and tears** (37%); **fractures** (18%); and **cuts, lacerations, and punctures** (7%).

The construction industry saw a 20 percent increase in fatal events from 15 fatalities in 2013 to 18 in 2014. Workplace fatalities in the construction industry occurred in the sub-industries of **specialty trade contractors, heavy and civil engineering, and construction of buildings**. More than half (8) of the worker fatalities in the construction industry in 2014 occurred as a result of a **transportation-related incident**.

Construction Injury and Illness Rates and Numbers

Year	Employment	U.S.	IN	Number of Injuries and Illnesses	Number of Fatalities
2002	141,400	7.1	6.9	9.0	25
2003	139,300	6.8	6.5	8.5	15
2004	143,300	6.4	6.0	7.9	21
2005	144,600	6.3	5.6	7.5	27
2006	146,600	5.9	5.6	7.6	27
2007	153,100	5.4	5.7	7.7	21
2008	151,600	4.7	4.6	6.3	20
2009	135,300	4.3	4.6	5.6	17
2010	117,600	4.0	3.8	4.0	16
2011	113,100	3.9	3.9	4.3	19
2012	Data Unavailable	3.7	3.1	3.6	20
2013		3.8	2.8	3.0	15
2014		3.6	3.4	3.7	18

U.S. and Indiana Construction Injury and Illness Rates



SAFETY SAVED A LIFE TODAY



Contributor:
Timothy E. Maley
Deputy Commissioner of Labor

The Indiana Department of Labor entered into a site-specific construction partnership with Weigand Construction, Ash Brokerage, and the City of Fort Wayne in September 2014. The partnership agreement covered the construction activities of the Fort Wayne Downtown Skyline Project, which included residential, retail, office space, and a parking garage spanning an entire city block. As resources permit, the Indiana Department of Labor may enter into a site-specific partnership agreement with the construction general contractor, construction manager, and project owner for the purpose of promoting excellent safety practices and ensuring safe working conditions at the site.

On the morning of September 26, 2015, I was working in my office when I received a call from the corporate safety director for Weigand Construction (Fort Wayne, Indiana). After a short greeting, the safety director informed me that a worker on the Fort Wayne Downtown Skyline Project fell from the tenth level of a building located on the project site.

The corporate safety director hesitated. My mind began to wander, and naturally, I braced for the bad news. Would this be another fatality investigation? Would I have to contact the worker's next of kin? Finally, the corporate safety director informed me the worker had walked away from the fall, that he was wearing a full-body harness and fall arrest line. The news filled me with relief. On that day, safety intervened. Safety saved Austin Fisher's life.

I was so intrigued with this story that I made arrangements through his employer, Momper Insulation, to meet with Austin. During this meeting, I learned that Austin Fisher is a 20-year-old installer for Momper Insulation. He told me about his family, which included his wife, Nichole, and a three-week old daughter, Emma. Austin recounted the incident for me. He had been applying a sealant to the ninth floor level. He went to the tenth floor level to hang tarps down to the ninth floor to block overspray. While working on the edge of the tenth level, his ankle suddenly and unexpectedly buckled beneath him and he fell.

Thanks to his safety equipment, Austin dangled safely in his harness from the edge of the building, suffering only a cut on his chin that required two stitches. Another contractor close by saw Austin dangling by his fall arrest line and used a lift to safely lower him to the ground.

Because of the safety practices encouraged at this worksite and Austin's willingness to follow them, he went home that evening to his family. Safety saved a life that day. Safety saved Austin Fisher's life. Austin's wife, Nichole, and his three-week old baby girl, Emma, did not have to face the tragedy of losing a husband and father.

I was thankful to meet with Austin Fisher. It reinforced in my mind the importance of our daily focus on safety here at the Indiana Department of Labor. In safety management, sometimes it's difficult to directly trace a safety improvement to preventing an injury or eliminating a fatality. It's very difficult to prove a negative. Safety professionals continue to work at improving safety in hopes of reducing worker injuries and illnesses, but they can't always demonstrate the ties between the two.

Safety speakers who have suffered serious loss because of a workplace incident are compelling. However, Austin Fisher stands as an example of the precious benefits that a person can be given when excellent safety is practiced—one's own life.

This story, Austin Fisher's story, should serve as a message to all safety professionals, management, and employees. Your work is valuable and critical in keeping all workers safe. Working together, we advance workplace safety and health and save lives.

Safety saved a life on September 26, 2015. It was Austin Fisher's life.

Construction Safety Spotlight:

SCISSOR LIFT SAFETY

Scissor lifts are large, versatile pieces of equipment commonly used inside warehouses, factories, and on construction jobsites to conduct work at heights. Additionally, these lifts are used on many high school, college and university campuses for viewing, recording, or directing activities over large areas or fields. While very useful, scissor lifts can be dangerous when not properly maintained and serviced, used inappropriately, or used by an untrained operator. According to the federal Bureau of Labor Statistics' (BLS) Census of Fatal Occupational Injuries (CFOI), nationally between 2011 and 2014, 86 workers were fatally injured while operating an aerial or scissor lift.

Employers with workers using scissor lifts must adequately address the associated hazards. Some common occupational hazards include the following:

- The **lift tipping-over or a worker falling off the platform** if the lift is:
 - Operated in unfavorable weather conditions (i.e. high winds, snow, sleet, hail, or rain);
 - Positioned on soft or unlevel ground or surfaces;
 - Positioned on weak utility covers (i.e. sprinkler valve boxes);
 - Overloaded with heavy objects;
 - Used without guardrails;
 - Driven on uneven, unstable ground, while the lift is in an elevated position; and
 - Elevated without the brakes properly set.
- **Electrocution**, if the lift makes contact with overhead electrical or power lines.
- **Crushing**, if the lift platform comes into contact with overhead structures (i.e. beams, ceilings, etc.)

Training

The key to safe operation of scissor lifts includes appropriate training for operators. Only trained and competent workers should be permitted to use any scissor lift. Classroom-style instruction combined with a safe operational procedure demonstration is recommended for the most effective training. Furthermore, training should be specific to the type of scissor lift the employee will operate and stress the importance of established safe work practices and manufacturers' recommendations.

Documentation of operator training must be maintained for a minimum of three years. Retraining should occur as equipment or work conditions change or if circumstances (e.g. near misses) lead the employer to believe operators do not have the skill set required to operate the equipment safely.

Regular Lift Inspections

Once on a jobsite and prior to use, lifts must be inspected. Effective inspections are performed before each work shift and after any occurrence that could affect the structural integrity of the equipment. Operators must review all safety devices, emergency controls, fall protection equipment, the lift vehicle's tires as well as other critical components. If the lift is equipped with outriggers, they should be adequately inspected for wear and damage and used in accordance with the manufacturer's recommendations. Operators should report any equipment damage to their supervisor immediately and unsafe equipment must be taken out of service until repair. A model scissor lift safety checklist has been created for employers to customize and implement in their workplaces.

Work Area Inspections

Areas where lifts will be used must also be inspected. Operators must pay special attention to the following:

- Ground depressions and obstructions (i.e. drop-offs, debris, potholes, etc.); and
- Overhead obstructions (i.e. power lines, trees, pipes, building structures, canopies, etc.).

To ensure safety from electrocution and electrical shock hazards, operators must maintain a minimum clearance of at least ten feet from the nearest overhead power line.

Preventative Maintenance

All equipment, including scissor lifts, should receive regular preventative maintenance to ensure good working condition. Equipment must be serviced in accordance with the manufacturer's recommendations. Using substitute parts or poor repair methods could result in equipment failures and lead to serious injury or death. Employers must consult and receive written approval from the equipment manufacturer prior to making any modifications.

Adverse Weather Conditions

It's important to note, not all scissor lifts are rated for outdoor use. First, employers must review the equipment's operator to determine outdoor uses based on manufacturer recommendations. When using scissor lifts that have been appropriately rated for outdoor use, operators must monitor and consider weather conditions. Potentially hazardous weather may include, but is not limited to the following conditions:

- Ice, hail or sleet;
- Rain;
- Snow; and
- Wind.

Employer Resources

Many scissor lifts are covered under OSHA's scaffolding standard. OSHA has also developed a Scaffolding eTool. The American National Standards Institute (ANSI) has standards for manufacturing, owning and operating scissor lifts, found in ANSI A92.3-2006 (Manually Propelled Elevating Aerial Platforms) and A92.6-2006 (Self-Propelled Elevating Work Platforms).



July 26, 2014 | A 47-year-old service technician was working in a scissor lift to adjust a safety feature on an overhead crane. The overhead crane moved and made contact with the scissor lift. The scissor lift tipped over and fell 21 feet to the facility floor. The service technician died on the scene as a result of his injuries.

WHAT WE CAN LEARN

To prevent similar incidents from occurring in the future, employers and employees should:

- Conduct a comprehensive worksite assessment at the beginning of each job or task. Identify potential safety and health hazards and implement safeguards to protect employees from these hazards.
- Perform regular inspections of all equipment and machinery prior to each use. Ensure the equipment is in good working order as identified by the manufacturer's recommendations prior to use. Do not use equipment if it is in need of repair or replacement.
- Ensure all equipment, machinery, and tools are used in accordance with the manufacturer's recommendations.
- Ensure employees have received and understand the appropriate safety training so they may recognize hazards associated with each job, task, equipment, machinery, and tools.
- Encourage employees to speak up about workplace safety and health concerns, hazards, and suggestions for safe work practices.

Agriculture Safety Spotlight:

FIVE ESSENTIALS OF FARMING SAFETY

With 83 percent or more of its land devoted to farms and forests, it is no surprise that Indiana's agriculture industry has the second highest injury and illness rate (5.5 per 100 workers) in the state. With planting season right around the corner, there are five overall safety essential efforts that will be important for agriculture workers to keep in mind.



Contributor:
Jennifer Bonner
INSafe Admin. Coordinator

1 Stay Hydrated

About one-third of the heat related injuries and illnesses reported by the Bureau of Labor Statistics (BLS) Census of Fatal Occupational Injuries (CFOI) occurred in the agriculture industry.

To prevent heat-related illness and fatalities:

- Drink water every 15 minutes, even if you are not thirsty
- Rest in the shade to cool down
- Wear a hat and light-colored clothing
- Learn the signs of heat illness and what to do in an emergency
- Keep an eye on your fellow workers
- "Easy does it" on your first days of work in the heat; Your body needs time to acclimate

2 Practice Good Posture

According to the National Institute of Occupational Safety and Health (NIOSH), backaches and pain in the shoulders, arms, and hands are the most common symptoms reported by farm workers.

To prevent ergonomic-related injuries:

- Maintain a good back posture while working
- When standing and bending for long periods of time, shift your weight from foot to foot
- Turn your feet and arms to reach for objects instead of twisting your back
- Take frequent stretch breaks to avoid overusing your muscles
- Rotate to other tasks as often as needed
- Ask for assistance in lifting heavy items



3

Drive Safely

There were 13 transportation-related fatalities reported in the Hoosier agriculture industry in 2014; eight of which involved the use of a tractor.

Reduce the risk of tractor accidents by:

- Being physically and mentally fit
- Do not drive a tractor without proper training
- Read and be familiar with the operator's manual
- Only use tractors for their intended purposes
- Inspect the tractor prior to each use

4

Practice Caution Around Grain Bins and Silos

Employees who work near grain bins and silos are at risk for suffering injuries as well.

To prevent asphyxiation:

- Always avoid entering a grain storage bin as much as possible
- If you must enter, do not walk on or "down" the grain to make it flow
- Station an observer who is equipped to provide assistance and perform rescue operations outside the bin
- Use a body harness with an anchored lifeline or boatswain chair when entering from a level at or above stored grain

5

Prevent Hearing Loss

Research has shown that farming is among the occupations recognized as having the highest risks for hearing loss.

To reduce the risk for hearing loss:

- Tractor and skid-steers can be purchased with sound-reducing cabs and tightly fitted cab doors and windows to reduce noise for the operator
- Acoustical materials may be installed on walls and ceilings to enclose sound
- Larger engines that can be operated at lower speeds reduce noise levels and may even conserve fuel
- Vibration isolation pads may be installed under legs of noisy equipment to reduce noise
- Newer chainsaws and leaf blowers have flexible mountings to reduce vibration-induced noise



IT HAPPENED HERE DeKalb County

August 21, 2014 | An agriculture worker was using a utility tractor to remove cow waste from a barn. The rear of the utility tractor was outfitted with a makeshift scraper. The worker was driving towards the ten-foot deep waste pit when the tractor failed to stop in sufficient time. While the pit edge was protected by a guardrail, the tractor's front tires fell into the pit. The worker became pinned between the utility tractor and the guardrail. The worker died as a result of his injuries.

WHAT WE CAN LEARN

To prevent similar incidents from occurring in the future, employers and employees should:

- Conduct a comprehensive worksite assessment at the beginning of each job or task. Identify potential safety and health hazards and implement safeguards to protect employees from these hazards.
- Perform regular inspections of all equipment and machinery prior to each use. Ensure the equipment is in good working order as identified by the manufacturer's recommendations prior to use. Do not use equipment if it is in need of repair or replacement.
- Ensure all equipment, machinery, and tools are used in accordance with the manufacturer's recommendations. Use only manufacturer approved attachments.
- Ensure employees have received and understand the appropriate safety training so they may recognize hazards associated with each job, task, equipment, machinery, and tools.

Safety Spotlight:

TREE TRIMMING OPERATIONS

Falling trees and limbs; elevated work surfaces (e.g. trees, booms, and other lifting devices); power lines; insects; and rodents are just a few of the occupational safety and health hazards tree care workers face. Many hazards associated with tree trimming operations can have fatal consequences.

Nationally in 2014, 145 workers were **killed by a tree, limb, or log**. Eight of those deaths occurred in Indiana. Employers and employees must work together to identify and control (or eliminate) workplace hazards. This is often accomplished with an initial and daily jobsite assessment. The purpose of these assessments is to identify site-specific hazards and to implement the appropriate safeguards to control them. Additionally, trees and limbs should be inspected for structural integrity before climbing or cutting operations begin.

When working near power lines, workers should always assume power lines are energized. Employers must contact the local utility company to discuss de-energizing and grounding or shielding the power lines. Extreme caution must always be exercised when ladders and other equipment are moved throughout the jobsite. Employees should use only nonconductive tools, materials, and personal protective equipment (PPE). Incidental contact with power lines can be deadly.

Employers must conduct job briefings or toolbox talks at the beginning of each job. These should include a description of the work to be done as well as emphasize the safety and environmental hazards of the job or task.

Employee Training

Employee safety and health training must be an ongoing effort. Workers and supervisors should be trained about the hazards associated with tree trimming operations and their prevention. This training should include safety precautions to implement when working near power lines and other sources of electricity; tree trimming and felling; falls from heights; roadway vehicle operations; hand and portable power tools use and environmental hazards such as insects, rodents, heat stress, etc. Workers who use off-road machinery and other specialized equipment are also at risk for suffering serious injuries. Equipment operators must also be instructed to follow the manufacturers' recommended procedures for safe operation, service and maintenance.

PPE

The OSHA PPE standard requires the employer to assess the hazards of the worksite and ensure that employees use appropriate PPE to protect them from occupational safety and health hazards that cannot be eliminated through engineering or implemented administrative controls. The employer must complete a written certification of hazard assessment. Documented policies, training, and enforcement should ensure that PPE is used by all employees whenever it is required by virtue of hazards in the workplace. PPE for tree trimming operations may include protective clothing, gloves, footwear and head protection. A sample PPE assessment may be found online on the Indiana Department of Labor's website at www.in.gov/dol/files/PPE_Assessment.pdf.

Emergency Response

In some cases, employees who provide tree care services may work in remote locations. When immediate medical attention is not readily available, an adequate number of employees should be trained to render first aid and cardiopulmonary resuscitation (CPR) to an employee.

Frequently Cited OSHA Standards

Tree care companies and their employees must comply with all of OSHA's general industry standards 29 CFR 1910. Some of the most frequently cited OSHA standards in the tree care sub-industry include general PPE requirements, vehicle mounted elevated and rotating work platforms, eye and face protection and head protection.

Tree Trimming Safety and Health Resources

For more information or additional resources regarding safety and health for tree trimming or landscape workers, please visit the National Institute for Occupational Safety and Health (NIOSH) online at www.cdc.gov/niosh/docs/92-106/. Visit federal OSHA's website at www.osha.gov/SLTC/treecare/index.html for additional occupational safety and health information.

Free Onsite Workplace Safety and Health Consultation

The Indiana Department of Labor's INSafe division provides free workplace safety and health consultation for Hoosier businesses. Each year, the INSafe staff works with more than 400 employers to assist with occupational safety and health compliance. To learn more about INSafe's consultation services, please visit www.in.gov/dol/insafe. You may also contact INSafe by email at insafe@dol.in.gov or speak with a consultant by calling (317) 232-2688.



IT HAPPENED HERE Marion County

December 9, 2014 | At approximately 12:40 p.m. a worker was cutting down a tree. When the tree was felled, it struck a limb on the ground and kicked the limb into the air. The airborne tree limb struck the worker in the head. Four days later, on December 13, 2014, the worker died while in the hospital's intensive care unit.

WHAT WE CAN LEARN

To prevent similar incidents from occurring in the future, employers and employees should:

- Conduct a comprehensive worksite assessment at the beginning of each job or task. Identify potential safety and health hazards and implement safeguards to protect employees from these hazards.
- Perform regular inspections of all equipment and machinery prior to each use. Ensure the equipment is in good working order as identified by the manufacturer's recommendations prior to use. Do not use equipment if it is in need of repair or replacement.
- Ensure all equipment, machinery, and tools are used in accordance with the manufacturer's recommendations.
- Ensure employees have received and understand the appropriate safety training so they may recognize hazards associated with each job, task, equipment, machinery, and tools.
- Ensure employees have the appropriate personal protective equipment (PPE) to safeguard them from hazards that cannot be engineered out or administratively controlled.

AN UPDATE ON THE IRON & STEEL INDUSTRIES

The iron and steel industries in the United States have experienced rapid changes since 2008, brought on by technological advances and the recession on the tail of the previous decade. In my 2010 contribution to *INReview*, I reported and analyzed statistics for the industries between 2004 and 2008. It's time to revisit the iron and steel industries and provide comparisons to data from before and after the recession in 2009.



Contributor:
Joe Black
BLS Program Coordinator

Number of Tons of Raw Steel¹ vs. Annual Average Employment and TRC in NAICS 331100 Iron and Steel Mills and Ferroalloy Manufacturing, All U.S., 2004-2013

Year	U.S. Net Tons of Steel Produced ²	Average Monthly QCEW Employment ³	Tons Produced per Employee	TRC	Tons Produced per TRC
2004	99,700,000	95,400	1,045.07	7,300	13,657.53
2005	94,900,000	95,700	991.64	5,600	16,946.43
2006	98,200,000	96,600	1,016.56	5,700	17,228.07
2007	98,100,000	100,200	979.04	4,900	20,020.41
2008	91,900,000	99,100	927.35	4,100	22,414.63
2009	59,400,000	85,400	695.55	3,100	19,161.29
2010	80,500,000	86,500	930.64	3,300	24,393.94
2011	86,400,000	92,200	937.09	3,100	27,870.97
2012	88,700,000	92,600	957.88	3,200	27,718.75
2013	86,900,000	90,800	957.05	2,900	29,965.52

¹Raw Steel is defined by American Iron & Steel Institute as steel in the first solid state after melting, suitable for rolling

²U.S. Geological Survey

³Annual average employment data is not currently available for the years 2010-2013 from IN Department of Workforce Development (DWD). The average monthly QCEW employment figures are seasonally-adjusted. (Source: Indiana Department of Workforce Development)

Previously, steel production data from the American Iron and Steel Institute (AISI) was utilized for analysis of the industries. Because the data was not readily available from the AISI, updated information is provided by the U.S. Geological Survey (USGS). Numbers provided by the U.S. Geological Survey show that the net tonnage of raw steel produced nationwide in 2009 decreased by 35% from 91,900,000 net tons in 2008 to 59,400,000 net tons. The tonnage figure increased by 36% from 2009 up to a figure of 80,500,000 tons in 2010 and continued to steadily climb through 2012.

At the same time, the average monthly employment for the iron and steel mills and ferroalloy manufacturing industry (NAICS 331100) peaked at 100,200 employees in 2007—just prior to the recession. From there, employment dropped slightly in 2008 to 99,100 employees and dropped sharply in 2009 to 85,400 employees. Employment in the steel industry rebounded in 2011 to 92,200 and stayed steady in 2012 at 92,600.

The decrease in raw steel production also affected the tons produced per employee figure, with the average of 695.55 tons of steel produced per employee in 2009 falling 33.33% from 927.35 tons of steel produced per employee just a year earlier.

With regard to safety, the number of total recordable cases (TRC) for the iron and steel mills and ferroalloy manufacturing industry dropped by 58% from a high of 7,300 in 2004 down to 3,100 in 2009 and has remained relatively stable since then. Another way to look at it is the tons of steel produced per recordable case has increased by more than 119% over the ten-year period—from a low of 13,657.53 tons per recordable case in 2004 to a high of 29,965.52 tons per recordable case in 2013. Even as employment numbers have increased from 2009 through 2013, the number of total recordable cases in the iron and steel mills and ferroalloy manufacturing industry has steadily decreased each year since 2004.

Technological advances in the steel industry, along with changes in environmental regulations, will have an impact on the steel industry both in the U.S. and Indiana in the years ahead. In an article published by the *Post-Tribune* in northwest Indiana, it is reported that U.S. Steel will be closing its longtime coke plant at its Gary Works facility. Other layoffs and cutbacks are mentioned in the article as well as the effects on sales of steel products in the U.S. from lower-priced imported steel and a softening U.S. steel market.

Despite uncertainty about the future, Indiana's steel industry remains strong for now. On February 26, 2015, the *Northwest Indiana Times* reported that Indiana's steel mills led the nation in steel production for the 34th straight year.

For more information and research on the Iron and Steel Industries, please visit the Quality, Metrics and Statistics division's webpage at www.in.gov/dol/stats.htm.



Worksite Analysis

In an article featured in last year's release of *IN Review*, we began the discussion of an effective workplace safety and health system. Let's continue on that topic with two of the five key components of a well-developed workplace safety and health system: management commitment and employee involvement. When management commitment and employee involvement are matched with a third key factor, an effective approach to worksite analysis, the organization's workplace safety and health culture begins to take shape.

Worksite analysis is a proactive and ongoing process of tools used to identify and assess potential workplace safety and health hazards. Failing to recognize hazards is a major contributing factor leading to workplace injuries or illnesses. Identifying potential hazards opens opportunities for improving the organization's workplace safety and health performance.

To achieve the best results, organizations should complete a **comprehensive workplace safety and health survey**. This comprehensive survey is essentially a review of everything within a worksite—equipment, machinery, tools, chemicals and overall processes. Depending on the size of the facility or jobsite as well as its level of hazard, this thorough review should occur every one to three years.

It is important to note that comprehensive surveys are not the same as routine (e.g. daily, weekly, monthly, etc.) self-inspections. Comprehensive surveys are comprehensive, all encompassing, and thorough. Given the in-depth nature of these surveys, it may be necessary to obtain additional resources to complete them. These additional resources can include corporate personnel, private consultants, insurance carriers, and local authorities such as the fire department.

To compliment the comprehensive survey efforts, employers should develop and implement a formal means for employees to **report hazards, unsafe conditions, or other concerns** regarding their safety and health at work. For the hazard reporting system to be effective, employees need to know a process for reporting hazards exist, how to report hazards, and be assured they will not be harassed or labeled for voicing concerns. Encouraging employees to proactively report hazards, unsafe conditions, and other potential issues will help bolster the organization's workplace safety and health efforts.

Reporting hazards and other unsafe conditions for a workplace is critical, but it means very little if the appropriate corrective measures are not implemented. Managers and supervisors must be held accountable for adequately and timely addressing concerns reported by employees. When management fails to appropriately and promptly address potential workplace safety and health concerns, employees perceive a lack of commitment from the company. When management is successful in establishing an effective hazard or issue reporting system, the workplace gains a mechanism that allows for systematic and proactive identification of problems before incidents occur. As the organization's safety and health culture progresses, proactive reporting will move a company from reacting to accidents and physical hazards to anticipating close calls and at-risk behaviors.

Whenever new materials, equipment, machinery, chemicals or processes are introduced



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Assistant Commissioner





into the work environment, it is vital to perform a change analysis. Change analysis helps to identify a potential hazards or issues before an incident occurs.

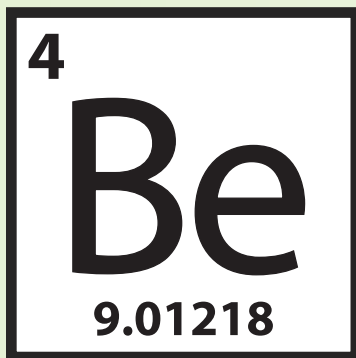
Routine inspections serve a great purpose and should not be overlooked in an organization’s ongoing worksite analysis efforts. Generally speaking, these inspections are conducted by managers or supervisors, safety and health personnel, or members of the safety and health committee, using some type of established checklist. In some instances, employees can be assigned responsibility for conducting daily inspections in certain areas. Conducting self-inspections can help keep a company’s safety efforts visible and employees’ overall safety awareness up.

Another technique for uncovering hazards that may have been overlooked during the comprehensive survey or through the self-inspection process is conducting **incident investigations**. These investigations are used post-incident to answer the questions of who, what, when, where, why and how. The primary purpose of conducting this investigation should be centered on the prevention of future occurrences of the same type of incident.

Finally, it is critical for an employer to **review injury and illness trends** over time. This analysis will help identify patterns and the appropriate actions to eliminate or control hazards. Reviewing the OSHA injury and illness forms—300 Log, 300A Summary and First Report of Injury is the most frequent form of pattern analysis; however, other records can provide helpful information as well. Examples of additional information that can provide insight into potential hazards and other safety and health issues include the self-inspection logs and hazards reported by employees. These additional sources can identify whether or not the methods put into place to control hazards are effective.

Organizations that are effective in tying all components of worksite analysis together are more likely to see positive results in employee involvement and injury and illness prevention.

Compliance assistance is available by contacting the Indiana Department of Labor’s workplace safety and health consultation division, INSafe. Employers interested in a free and confidential workplace safety and health consultation may initiate a request by completing and submitting the form online at www.in.gov/dol/insafeconsultation. To learn more about INSafe, visit www.in.gov/dol/insafe, email insafe@dol.in.gov or call (317) 232-2688.



OSHA'S PROPOSED Beryllium Rule



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INSafe Health Consultant

On August 7, 2015, the Occupational Safety and Health Administration (OSHA) published a Notice of Proposed Rulemaking (NPRM) in the Federal Register for occupational exposure to beryllium. Within the new rule, OSHA proposed to promulgate a substance-specific general industry standard to regulate occupational exposure to beryllium and beryllium compounds. The proposed rule seeks to establish a new permissible exposure limit (PEL), as well as supplementary provisions for employee protection such as methods for controlling exposure, respiratory protection, medical surveillance, hazard communication, and recordkeeping. OSHA estimates that the rule could prevent up to 100 deaths and 50 serious illnesses each year.

Why is OSHA proposing a Beryllium Rule?

According to OSHA, there is strong evidence that indicates the current beryllium PELs do not adequately protect employees. Like other outdated PELs, the current PELs do not reflect more recent scientific evidence. Additionally, OSHA reported that the current PELs do not adequately protect employees from chronic beryllium disease (CBD), beryllium sensitization, and lung cancer.

Exposure Routes and Health Effects of Beryllium Exposure

Processing beryllium in the workplace may expose employees to beryllium compounds through inhalation, ingestion, or skin contact. Employees who inhale beryllium in the workplace are at risk of developing CBD, which is a debilitating, incurable, and sometimes fatal lung disease. Prior to developing CBD, employees must first become sensitized to beryllium. Sensitization occurs when there is a reaction by the body's immune system from beryllium exposure through either inhalation or skin contact. Airborne beryllium exposure also places employees at risk for developing lung cancer.

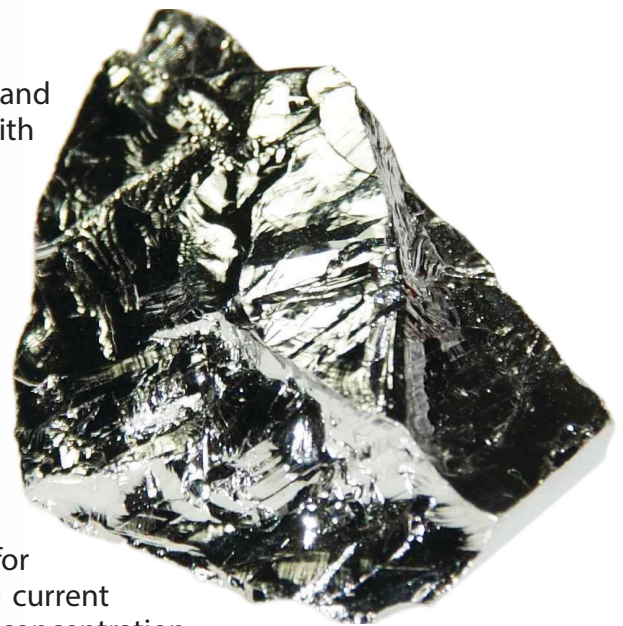
Who is Affected by the Rule?

OSHA estimates that approximately 35,000 general industry employees are potentially exposed to beryllium in approximately 4,088 establishments throughout the United States. While the highest exposures occur in the workplace, family members of employees who work with beryllium also have potential exposure from contaminated work clothing and vehicles.

Occupations at Risk

Beryllium is a toxic material used primarily in specialty alloys and beryllium oxide ceramics and composites. Occupations with Potential Exposure to Beryllium (Be) include:

- Beryllium Metal/Alloy Production Workers
- Beryllium Oxide/Ceramics Production Workers
- Foundry Workers
- Machinists and Machine Operators
- Metal Fabricators
- Welders
- Dental Technicians
- Abrasive Blasters (slags)



Current Enforcement and PELs

Currently, employers must comply with the OSHA PELs for beryllium, as documented in 29 CFR 1910.1000 Table Z-2. The current exposure limits include an 8-hour time-weighted average (TWA) concentration of 2 micrograms per cubic meter of air ($\mu\text{g}/\text{m}^3$), an acceptable ceiling concentration of 5 $\mu\text{g}/\text{m}^3$, and an acceptable maximum peak concentration of 25 $\mu\text{g}/\text{m}^3$. The current OSHA PEL is applicable to general industry, construction, and maritime employees.

Proposed OSHA PEL and Standard Provisions

OSHA is proposing a new PEL of 0.2 $\mu\text{g}/\text{m}^3$ of beryllium, calculated as an 8-hour TWA, with an Action Level of 0.1 $\mu\text{g}/\text{m}^3$ of beryllium, calculated as an 8-hour TWA. In addition, OSHA is proposing a Short-term exposure limit (STEL) of 2.0 $\mu\text{g}/\text{m}^3$, as determined over a sampling period of 15 minutes. The proposed rule also includes additional important provisions, such as requirements for:

- Measuring employees' beryllium exposure (initial exposure monitoring)
- Limiting employees' access to areas where beryllium exposures are above the PEL
- Written exposure control plan
- Implementing effective control methods for reducing exposures
- Personal protective equipment (PPE) and protective clothing
- Medical surveillance and medical removal protections
- Hazard communication and training
- Keeping records of employees' beryllium exposure and medical exams

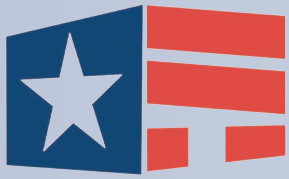
These provisions are similar to OSHA health standards for other metals such as lead (1910.1025), chromium VI (1910.1026), and cadmium (1910.1027), as well as current industry practices for beryllium that many responsible employers have been using for years.

Alternatives Described within the Proposed Rule

The preamble to the proposed rule discusses more than two dozen regulatory alternatives, which indicates that some of the language and requirements within a final standard may be different from the proposed rule. The regulatory alternatives OSHA is considering include alternatives to the proposed scope of the standard, regulatory alternatives to the proposed TWA PEL of 0.2 $\mu\text{g}/\text{m}^3$ and proposed STEL of 2 $\mu\text{g}/\text{m}^3$, a regulatory alternative that would modify the proposed methods of compliance, and regulatory alternatives that affect proposed supplementary provisions.

Information Resources

To learn more about OSHA's Proposed Beryllium Rule, please visit www.osha.gov/dsg/beryllium/rulemaking.html. Information presented in this article was gleaned from the various documents and references listed at this web address. For questions about employee safety and health, please contact INSafe by email at insafe@dol.in.gov or phone at (317) 232-2688.



INSHARP

So, what's this INSHARP program I keep hearing about?

INSHARP is the **I**ndiana **S**afety and **H**ealth **A**chievement **R**ecognition **P**rogram.

INSHARP was developed by Indiana OSHA to encourage small employers to learn to effectively manage their occupational safety and health programs. INSHARP is intended for employers with less than 250 employees on-site or more than 500 corporate wide. An INSHARP employer is defined as "an employer who has successfully incorporated safety and health management principles into its workplace."

INSHARP is intended to assist companies in improving their safety and health management systems. INSHARP Companies strive for continuous improvement of their safety and health management systems in order to move through a continuum toward self sufficiency. Clearly, INSHARP can provide a road map for employers to work with their employees to find and correct hazards, to develop effective Safety and Health Programs.

The INSHARP program has demonstrated that businesses which are educated and coached to more effectively manage their own workplace will reach the point of continuous improvement as part of their culture. INSHARP is not a goal, but it is a process that employers go through in order to achieve the goal of a safer work environment.



Contributor:
Rebecca Ellson
INSHARP Coordinator



What are the benefits?

INSHARP provides the public recognition of employers and employees as models who have worked together successfully to establish effective Safety and Health Programs. This includes awarding the employer an INSHARP certificate of achievement signed by the Indiana Commissioner of Indiana's Department of Labor and using this recognition as a model for other Indiana employers. We have consistently seen that our INSHARP companies report increased employee morale, a reduction in injuries, increased productivity, and often a reduction in Workers Compensation Insurance. INSHARP Companies are also exempt from programmed IOSHA compliance inspections.

What do I need to do to participate?

INSHARP Participants must meet the following criteria:

1. Be in operation for at least one year and
2. Maintain work injury and illness rates below national average for their industry

INSHARP Sites must also develop, maintain and implement a Safety and Health Management System that focus on Management Commitment, Employee Involvement, Worksite Analysis, Employee Training, Hazard Prevention and Control.

How do I begin the process?

To begin the participation process, companies must submit a request for a free safety and health consultation. The request may be submitted online at www.in.gov/dol/2896.htm. This consultation will include:

1. A review of your Written Safety and Health Management System
2. A review of Employee Training Documentation
3. A review Review of the most recent 3 years of OSHA 300 logs, and
4. A comprehensive evaluation of your facility.

INSHARP Certification will be considered upon the correction of any identified hazards.

What if I don't qualify?

Businesses that do not meet INSHARP Status, but demonstrate a desire to continuously improve their safety and health program, maybe eligible for Pre-INSHARP. Pre-INSHARP may be granted for an 18-month deferral from programmed inspections. All INSHARP requirements must be met during the deferral period. If the employer is not ready for Pre-INSHARP but is dedicated to improve their program to meet the standards, the INSafe Consultants will work with them to achieve Pre-INSHARP Status. The most recent company to reach INSHARP worked with our INSafe safety and health consultants for many years prior to achieving their certification.



Stedman Machine Company (Aurora, IN)



City of Jasper (Jasper, IN)



River Metals Recycling (Greensburg, IN)



Fishers Pediatric Dentistry (Fishers, IN)



Atlas Die, LLC (Elkhart, IN)

OSHA'S Top 10 Standards Cited

The top ten most frequently cited occupational safety and health hazards and the total initial penalties for the citations are listed below. Violations that are part of 29 CFR 1926 standards reference construction safety and 29 CFR 1910 reference worker safety and health for all other general industries. Citations and penalty calculations were initial and current at the time the data report was generated. The OSHA standards are available online by visiting www.osha.gov.

1 1926.20 | General Safety and Health Provisions for Construction, Accident Prevention

Employers are responsible to develop, implement, review, and maintain workplace safety and health programs to comply with accident prevention responsibilities.

These programs provide for frequent and regular inspections of job sites, materials and equipment by designated, competent employees. Use of any machinery, tool, material, or equipment not in compliance is prohibited and must be identified as unsafe and physically removed from the jobsite.

Citations: 280

Penalties Issued: \$245,950



2 1910.1200 | Toxic and Hazardous Substances, Hazard Communication

Employers are required to develop, implement, review, and maintain a hazardous communication program. In addition to the program, all employees must be trained to understand hazards of all chemicals produced or brought into the facility or jobsite. These requirements must be consistent with provisions of the Globally Harmonized System of Classification and Labeling of Chemicals (GHS), Revision 3. This can be accomplished with comprehensive hazard communication programs and employee training.

Citations: 137 | **Penalties Issued:** \$78,050



3 1926.451 | Safety and Health Regulations for Construction, Scaffold General Requirements

Employees working on or near scaffolds must be safeguarded. Frequently cited subsections of this standard included the construction of a scaffold platform, support of employees on all working levels,

the use of fall protection on a scaffold more than ten feet above a lower level, and the restriction of shore or lean-to scaffolds used on a jobsite.

Citations: 125 | **Penalties Issued:** \$7,700



4 1926.501 | Safety and Health Regulations for Construction, Duty to Have Fall Protection

Employers are responsible for safeguarding employees from serious injuries or death from falls. Fall protection, such as a personal fall arrest system, guardrails, safety net systems, covers, etc., must be available and used when employees are engaged in activities six feet or above a lower level. These include leading edges, holes, and excavations that present a fall risk of six feet or more, steep roofs, low-slope roofs, wall openings, etc.

Citations: 108

Penalties Issued: \$163,075





1926.503 | Safety and Health Regulations for Construction, Training Requirements, Fall Protection

Employees performing activities at heights are at risk of falling, resulting in serious injuries or death. Employers are responsible for developing, implementing, and maintaining a fall protection program. The fall protection program must provide information to employees to help recognize the hazard of falling and training for procedures for employees to follow to minimize these hazards.

Citations: 90 | **Penalties Issued:** \$41,650



1910.147 | General Environmental Controls, Control of Hazardous Energy (Lockout/Tagout)

Employees servicing or maintaining machinery or equipment may be exposed to serious physical harm or death if hazardous energy is not controlled. Types of energy sources include: electrical, mechanical, hydraulic, pneumatic, chemical, thermal, etc. Employers are responsible for developing, implementing, and maintaining a program that addresses energy control procedures. The program must also address employee training, periodic inspections to ensure the procedures and requirements are followed and outside contractors understand and comply with the host employer's hazardous energy control procedures.

Citations: 77 | **Penalties Issued:** \$144,000



1926.1053 | Safety and Health Regulations for Construction, Ladders

This section of construction safety and health regulations describes requirements of use and maintenance of ladders used on jobsites. Portable ladder rails must extend at least three feet above the upper landing surface and should not be loaded beyond the maximum intended load for which they're built. Ladders must be free of oil, grease and other slipping hazards, used only on stable and level surfaces and not moved or shifted while occupied.

Citations: 66 | **Penalties Issued:** \$46,125



1910.212 | Machinery and Machine Guarding, General Requirements for All Machines

Employers are responsible to provide machine safeguards to protect operators and other employees coming into contact with a machine or equipment's point of operation, ingoing nip points, rotating parts, flying chips, and sparks. This section of the OSHA general Industry standards lists specifics for types of machinery and guarding required for fulfillment of this standard.

Citations: 61 | **Penalties Issued:** \$165,850



1926.454 | Safety and Health Regulations for Construction, Scaffold Training Requirements

Employers are responsible for ensuring employees who work on a scaffold is trained by a qualified person. Employees who work on this equipment must also be trained to recognize hazards associated with the use of scaffolds. Scaffolding training should include electrical hazards, fall hazards, falling object hazards, proper use of scaffolds, maximum intended loads and carrying capacities, etc.

Citations: 60 | **Penalties Issued:** \$14,125



1910.178 | Materials Handling and Storage, Powered Industrial Trucks

Employers and employees must abide by specific safety requirements relating to fire protection, design, maintenance and use of specialized, powered trucks. The majority of citations issued were under subpart L, which involves the safe operation and implementation of training programs involving industrial trucks on worksites. Safe operation is ensured by consistent training, which must consist of formal instruction, practical training, and exercises.

Citations: 53 | **Penalties Issued:** \$58,975

Know what's below.
Call before you dig.



FIVE STEPS TO SAFE DIGGING

If you're planning to dig on your property, a free call to 811 is the most important thing you can do to avoid hitting underground utility lines, keeping you and your neighborhood safe. Below are five steps to follow when working with Indiana 811 to notify the utility operators in your area of your intent to dig. Remember, the call and utility locating process are free. If you have any questions or concerns during the process, don't hesitate to call Indiana 811. They are open 24/7 to take your call!

1 Plan Your Project









Before you call Indiana 811, you will need to know specific details about where you plan to dig, including the street address, county and township. You will also need the name and phone number of the person or company who will be doing the digging. It is recommended that you mark the designated area with white paint or flags so the utility operators will only mark that area.

2 Call Indiana 811

Make a free call to Indiana 811 by simply calling 811 or 1-800-382-5544. After speaking to an Indiana 811 representative, you will be given a ticket number and a list of all the utility operators who will be responding to your request. He or she will also answer any questions you have about the utility locating process.

3 Wait for the Marks

The marking process typically takes two full working days, meaning if you call on a Tuesday, the utility operators have Wednesday and Thursday to mark the approximate location of lines. Each line will be marked in the color that corresponds to the appropriate utility.

APWA UNIFORM COLOR CODE	
	Electric
	Gas Oil Steam
	Telephone CATV
	Water
	Sewer
	Reclaimed Water
	Temporary Survey Markings
	Proposed Construction

4 Confirm the Marks

After two full working days, confirm that all utility operators have visited your property by comparing the various colors of the marks on your property to the list of utilities given to you. If a utility operator does not locate a utility line in the designated area, a representative will let you know they do not have a conflict by calling you, or painting an "OK" along with the company's initials in the corresponding utility color. For example, if you do not have a gas line running through the area, the utility operator will write an "OK" in yellow paint in the designated area.

5 Dig With Care

Now that your utility lines are marked, you can begin digging. Indiana state law mandates a two-foot safety zone on either side of the marks. In the safety zone, you can only dig with hand tools. The size of the safety zone will depend on the size of the underground facility, which is sometimes noted by the utility locators. For example, if a water line is marked as six inches wide, the safety zone on both sides of the line is two feet three inches from the mark. You will only want to use mechanical equipment outside of the zone after you have exposed the line(s) by safely digging with hand tools.

For more information, call 811 or go to www.indiana811.org.

The Indiana Department of Labor is proud of the accomplishments and superb standards demonstrated by participants of the **Indiana Voluntary Protection Program (VPP)** and **Indiana Safety and Health Achievement Recognition Program (INSHARP)**. Below are honorary participants of both VPP and INSHARP.

To learn more about Indiana VPP, and the participants listed below, please visit www.in.gov/dol/vpp.htm. To learn more about INSHARP and the participants listed below, please visit www.in.gov/dol/2382.htm.



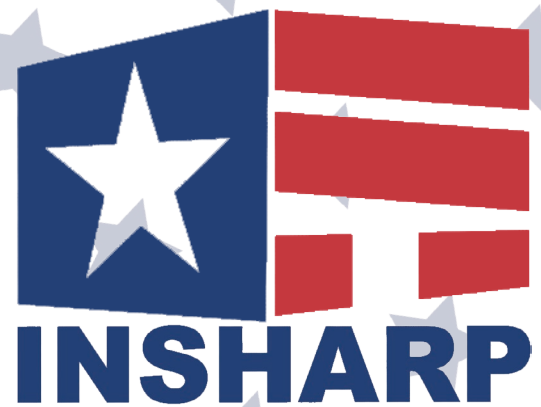
3M Company
 Access Branch 134
 AKTube, LLC
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 Allegion VonDuprin
 Astra Zeneca
 BAE Systems Controls
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 BlueLinx Corporation
 BMW C Constructors
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 CF Industries Inc., Frankfort
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 Cintas Corporation Location 336
 Cintas Corporation Location 338
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 Cintas Corporation Location 370
 Cintas Corporation Location 388
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 Eaton Corporation
 Eli Lilly and Company
 First Vehicle Services
 Frito-Lay, Inc.
 GE Aviation, Unison Engine Components
 GE Healthcare Ambassador Medical
 Geocel Corporation
 Gribbins Insulation Company
 Hendrickson International, Truck
 Suspension Systems
 (Two Kendallville Locations)
 Hendrickson Trailer Suspension Systems
 Indiana Environmental Partners, a
 Kiewit/Sargent & Lundy Joint Venture
 IP Moulding
 Jasper Engines and Transmissions,
 Jasper
 Jasper Engines and Transmissions,
 Leavenworth
 Kimball Electronics Group Jasper
 Kimball Logistic Services
 Kimball National Office Furniture,
 Santa Claus
 Kimball National Office Furniture, Jasper
 Kimball Office Furniture
 Kimball Office Furniture Group
 Kimball Office Salem
 Lawrence County & Worthington

Generation
 Manchester Tank & Equipment – Elkhart
 Marathon Petroleum Company (MPC), LP
 Marathon Pipe Line Company, LLC
 Mead Johnson and Company
 Monsanto, Windfall
 Monsanto, Remington
 Monsanto Company
 Monsanto Company Lebanon Corn
 Research Station
 NIBCO, Inc.
 Nucor Building Systems – IN
 Nucor Fasteners
 Nucor Sheet Mill Group
 OFS Brands Plant #5
 Owens Corning Roofing and Asphalt, LLC.
 Paoli
 Raytheon Company
 Raytheon Intelligence Information and
 Services (IIS)
 Robert Bosch Corporation
 RR Donnelley
 RR Donnelley North Plant
 SABIC Innovative Plastics
 Southwire Company – Indianapolis CSC
 Sullair Corporation Building 1 & 2
 Sullair Corporation Customer Care
 UT Electronic Controls
 Vulcraft

Acument Global Technologies
 American Colloid Company
 American Licorice Company
 Ampacet Corporation
 Arc Opportunities
 ATI, Inc.
 Atlas Die, LLC
 Beloit Regal
 (formerly Emerson Automotive)
 BioConvergence, LLC
 Blue River Services, Inc.
 Cascade Asset Management
 City of Jasper
 Closure Systems International, Inc.
 Draper, Inc.
 First Chance Center
 First Chance Center Industries
 First Chance Center Tot to Tot/Food
 Program
 Fishers Pediatric Dentistry

Formwood Industries, Inc.
 Gartland Foundry
 Harding Poorman Group
 Hewitt Molding Company
 Marmon Retail Home Improvement
 (formerly CerroWire)
 Mitchell Plastics (formerly D.A., Inc.)
 OFS Brands Plant #4
 OFS Brands Plant #6
 OFS Brands Plant #9
 Olon Industries
 ProBuild
 ProBuilds/Carter-Lee Mooresville
 Quadrant EPP
 Rise, Inc.
 River Metals Recycling, LLC
 RKO Enterprises
 SIRS Industries
 Stanley Black & Decker
 Stedman Machine Company



Summit Brands
 Tell City Concrete Supply
 USALCO Michigan City Plant, LLC

IOSHA

30th Anniversary



In September 2016, the Indiana Department of Labor will celebrate 30 years of the Indiana Occupational Safety and Health Administration's dedication to safety for Hoosiers in the workplace.

Our agency invites any and all photos, videos, stories and other memories to be part of celebrations planned in recognition of the anniversary. Our team looks forward to decades more of continued improvement for safety and health culture for working Hoosiers.

To contribute your photos, videos, and stories, email media@dol.in.gov.



We're your partner in workplace safety and health.

INSafe, a division of the Indiana Department of Labor, works with Indiana's employers, employees, labor unions, professional groups, trade organizations, and others to advance Hoosier workplace health and safety. Free services include on-site consultation, group training and seminars, educational publications and training materials, along with pro-active voluntary health and safety programs.

INSafe does not impose fines. Instead, we offer programs and services that educate and assist employers in safety compliance. Submit a consultation request at www.in.gov/dol/insafeconsultation today to take the first step towards workplace safety and health compliance.

Between 2011 and 2015, INSafe's workplace safety and health consultation services **positively affected the safety and health of nearly 145,000 Hoosier workers**. INSafe's safety and health consultants identified and assisted Hoosier employers and employees in the correction of **over 5,000 occupational safety and health hazards, 95% of which were classified as "serious."**



INSAFE

SAFETY AND HEALTH CONSULTATION

insafe@dol.in.gov | (317) 232-2688

Career Opportunities

Working for the **Indiana Department of Labor** is a rewarding and fulfilling career choice. Our staff work throughout the state, and experience the satisfaction of helping Hoosier employers and employees advance their safety and health efforts.

Some employment opportunities include:

- INSafe Safety and Health Consultants
- OSHA Safety and Health Compliance Officers
- Construction Safety Inspectors
- OSHA Supervisors

**Click here to check
for job opportunities!**

Keep up with **#IDOL** on social media



The **Indiana Department of Labor's** goal is to *advance the safety, health, and prosperity of Hoosiers in the workplace*. Our agency utilizes social media, including (but not limited to) Facebook, Twitter, and YouTube, to enhance the reach and accessibility for Indiana's workers.

Like Follow & Subscribe for

- News releases and media advisories
- Labor statistics and data
- Event and campaign announcements
- Updates regarding labor laws
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