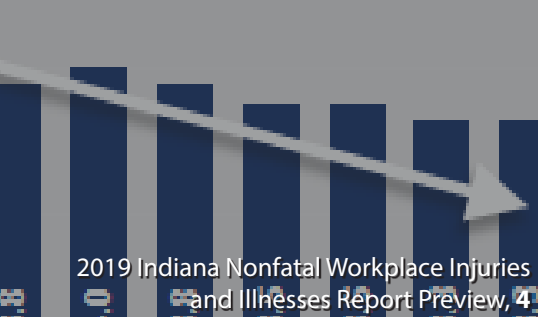




# INDiana Labor

2020 October - December

## *Insider*



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## Indiana Labor Insider WINTER 2020 EDITION

**ERIC J. HOLCOMB**  
Governor of Indiana

**JOE B. HOAGE**  
Commissioner of Labor

**EDITOR:**  
**KIRSTIN GENT**  
Marketing and  
Communications Assistant  
Manager

**CONTRIBUTORS:**  
**STACY WART**  
Executive Director of Quality,  
Metrics, and Statistics

**JOE BLACK**  
Bureau of Labor Statistics  
Program Coordinator

**R.J. CLARK**  
Survey Research Assistant

**ANDREW REED**  
Survey Research Assistant

**TONY KURITZ**  
INSafe Health Consultant

**BRAD FREEMAN**  
INSafe Health Consultant



## A Letter From Commissioner Joe B. Hoage

**Welcome** to the winter and final edition of the 2020 *Indiana Labor Insider* from the Indiana Department of Labor (IDOL). We hope you'll find the articles and information beneficial. With a tough year behind us, we celebrate the accomplishments and hardwork of all working Hoosiers through historic low numbers and recognition.

We are proud to report that Indiana maintained a historic low rate of **3.3 nonfatal workplace injuries and illnesses per 100 workers for the year of 2019**. Shrinking and maintaining this rate is key in progress for occupational safety and health. More information and a preview of the full report are available in the following newsletter. (Pg 4)

Indiana's fatal workplace injury and illnesses dropped by nearly 16 percent. (Pg 6) Although we are proud of progress, it's our continuing mission to help Hoosier employers eliminate any and all fatal injuries in the workplace. Fatalities are preventable and we will work hard alongside employers to protect workers.

We're excited to announce that applications for the

2021 Governor's Workplace Safety Awards and nominations for the 2021 Everyday Safety Hero Awards are now available! The annual **Indiana Safety and Health Conference and Expo** will take place March 1 - 3, 2021 at the Indiana Conference Center in Indianapolis, and will also provide virtual attendance options for attendees statewide. (Pg 14)

It goes without saying that 2020 brought a lot of challenges, obstacles, opportunities, and memorable moments to all Hoosier lives. Be proud of making it through a difficult year.

We, like everyone else, look forward to moving on and moving up in 2021. Let's keep focused on protecting ourselves and each other. Please continue to wear a mask, keep your social distance in public, and be patient while doctors and medical professionals work hard to provide vaccines for all Americans.

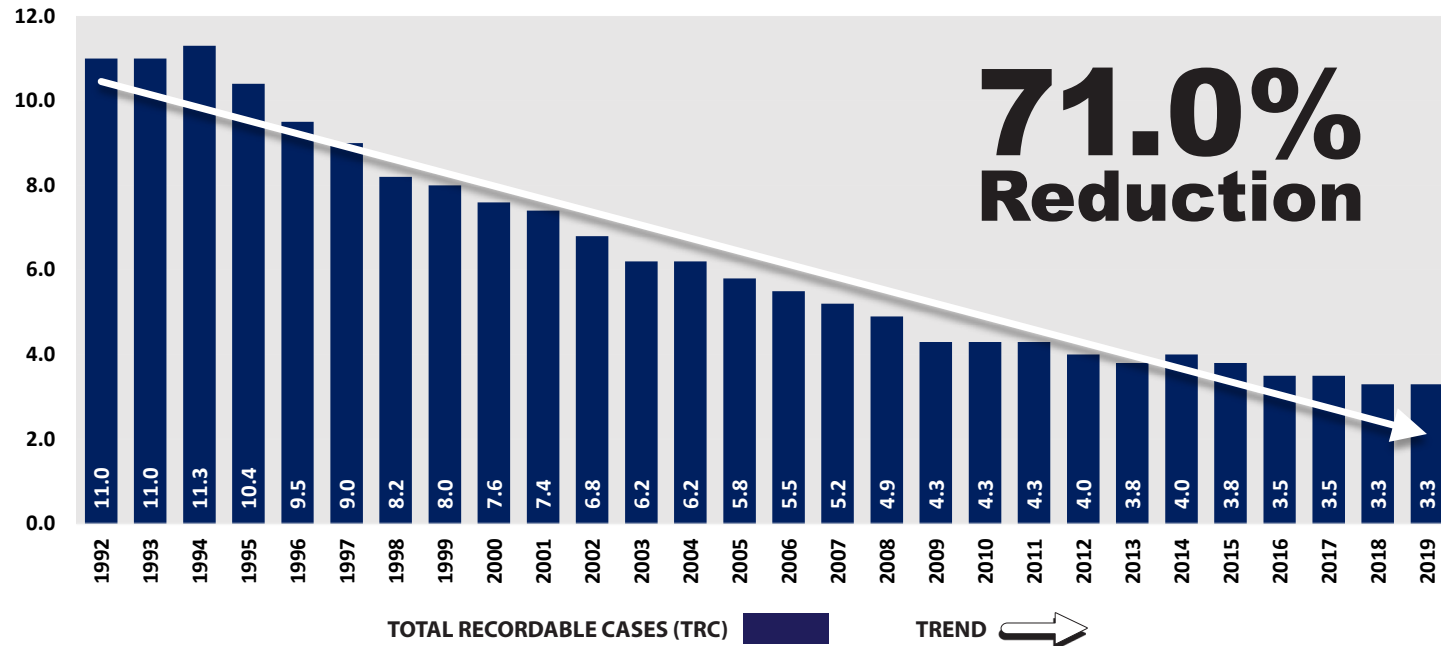
Have a happy, healthy, heartwarming holiday.

**All my best,  
Joe B. Hoage**



# Indiana's Nonfatal Occupational Injuries & Illnesses

## Analysis of the Survey of Occupational Injuries and Illnesses (SOII) Results

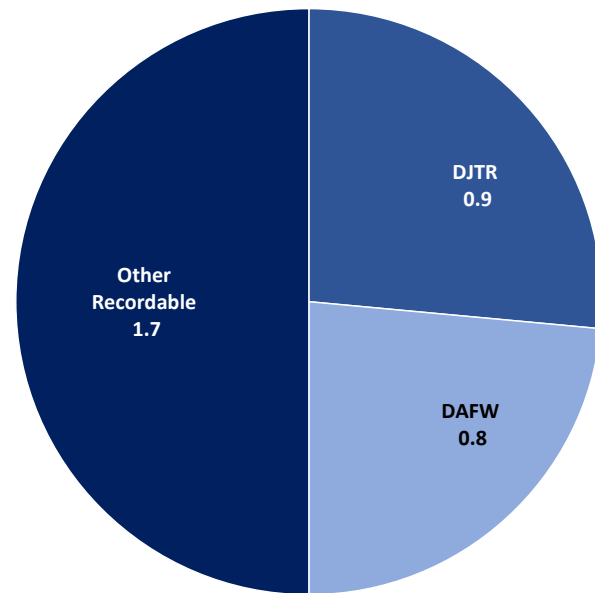


At 3.3 injuries or illnesses per 100 full-time workers, the 2019 nonfatal injury and illness rate for Indiana tied the 2018 rate as the lowest rate of nonfatal injuries and illnesses in the state's history. At the inception of the SOII program in 1992, the overall nonfatal injury and illness rate was 11.0 injuries per 100 full-time workers. However, the rate reached a high of 11.3 in 1994 and has since declined by 71.0%.

The BLS estimates that approximately 82,900 Hoosier workers experienced a nonfatal OSHA-recordable injury or illness in 2019. This is a 2.22% increase from the 2018 estimate of 81,100 injuries or illnesses.

Just under half (49.58%) of all recordable injuries and illnesses in 2019 resulted in one or more days away from work (DAFW) or days with job transfer or restriction (DJTR). This was a slight decrease from 2018 recordable injuries and illnesses of 51.4. The median DAFW day(s) for all occupations is (7) and has not changed from the median DAFW day(s) in 2018.

### 2019 Overall Injury and Illness Rate



PLEASE NOTE: Because of rounding, components may not add to totals.

Source: Bureau of Labor Statistics Survey of Occupational Injuries and Illnesses 2019 (per 100 full-time workers)

## 2017-2019 Injury and Illness Rates By Industry

INDUSTRY	2017	2018	2019
Agriculture, forestry, fishing, and hunting	5.3	3.6	4.7
Mining, quarrying, and oil and gas extraction	2.7	2.4	4.0
Construction	2.6	2.6	2.7
Manufacturing	4.2	4.1	3.7
Wholesale trade	2.3	3.0	3.0
Retail trade	3.4	3.0	3.5
Transportation and warehousing	4.2	4.4	4.7
Utilities	2.1	2.1	1.9
Information	1.5	1.1	2.0
Finance and insurance	0.4	0.7	0.7
Real estate and rental and leasing	2.0	2.2	--
Professional, scientific, and technical services	1.3	1.1	0.8
Management of companies and enterprises	1.1	0.9	0.8
Administrative and support and waste management and remediation services	2.7	2.0	1.9
Educational services	1.8	2.8	1.6
Health care and social assistance	4.8	4.7	4.6
Arts, entertainment, and recreation	5.0	5.7	3.7
Accommodation and food services	3.3	2.5	2.9
Other services (except public administration)	2.4	2.3	1.6
State government	2.3	2.3	2.3
Local government	5.2	4.6	5.3

Data is courtesy of the BLS Survey of Occupational Injuries and Illnesses for 2011 - 2019. These data show the estimated number of injuries per 100 full-time workers. Industry and sub-industry definitions are available online at [www.census.gov/cgi-bin/sssd/naics/naicsrch?chart=2012](http://www.census.gov/cgi-bin/sssd/naics/naicsrch?chart=2012).

In 2019, companies with 50 to 249 employees had the highest nonfatal injury and illness rate of 3.9, which was an increase from the 2018 estimated rate of 3.7. Companies with 250 to 999 employees had the next highest estimated rate of 3.8, a decreased rate from the 2018 rate (3.9). Companies with 1000 or more employees had an estimated rate of 3.6 and companies with 11 to 49 employees had an estimated rate of 2.7. Finally, companies with 1 to 10 employees had an estimated rate of 1.8, which was an increase compared to a 2018 nonfatal injury or illness estimated rate at .9

Numerous factors can affect the nonfatal injury and illness rate of a particular industry. Employers, employees, regulatory agencies, outreach programs, trade organizations and labor unions can positively impact occupational safety and health through safety awareness programs, enforcement of occupational safety and health standards, training and education. Economic factors such as the number of employees in a particular industry can also affect the rates, as can the sample size and the companies surveyed.

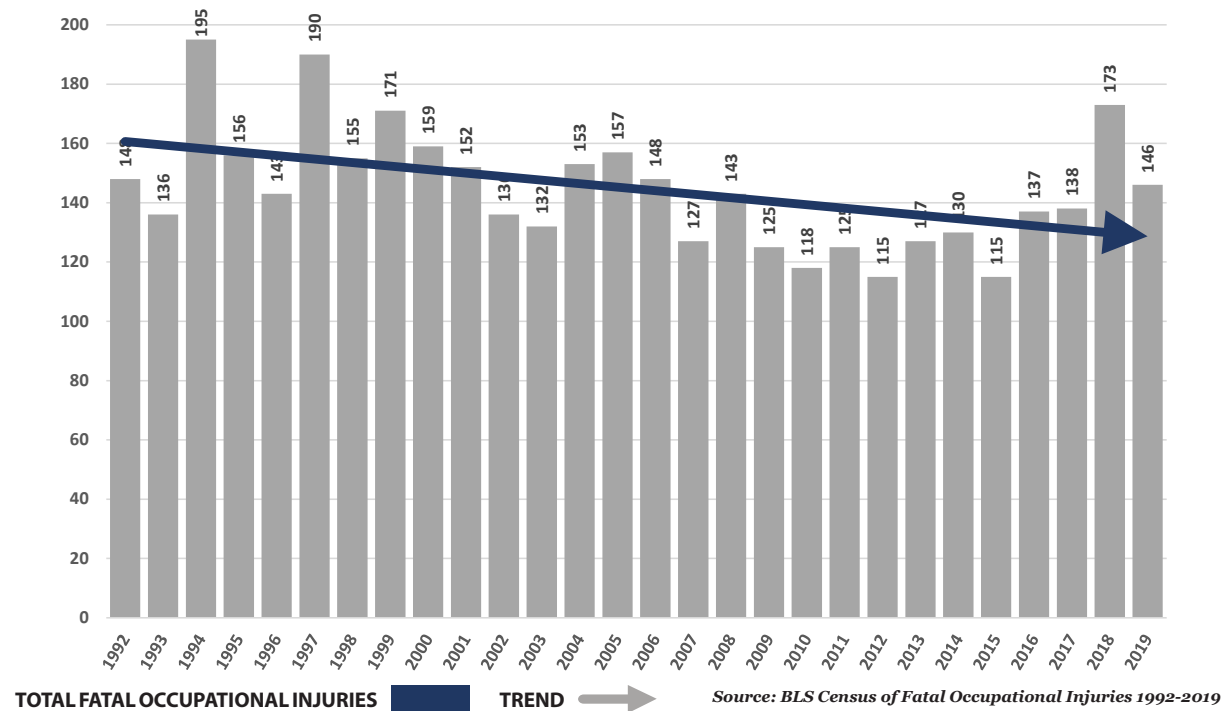
From the 2019 SOII data, 9 industries experienced decreases in their nonfatal injury and illness rates from 2018 to 2019. These included *manufacturing; utilities; professional, scientific and technical services; management of companies and enterprises; administrative and support and waste management and remediation services; educational services; health care and social assistance; arts, entertainment, and recreation; and other services (except public administration)*. In contrast, 8 industries experienced an increase in injury and illness rates from 2018 to 2019. These included *agriculture, forestry, fishing and hunting; mining, quarrying and oil and gas extraction; construction; retail trade; transportation and warehousing; information; accommodation and food services; and local government*. The rates for wholesale trade, finance and insurance, and state government remained the same from 2018.

In 2019, *educational services* experienced a 42.86% decrease from a rate of 2.8 in 2018 to 1.6 in 2019. This is the largest percentage of decrease in rate in any industry in 2019. The Educational Services sector comprises establishments that provide instruction and training in a wide variety of subjects.

Read the full report at [www.in.gov/dol/2341.htm](http://www.in.gov/dol/2341.htm)

# Indiana's Census of 2019 Fatal Occupational Injuries and Illnesses

## Fatal Occupational Injuries in Indiana



In 1992, the federal Bureau of Labor Statistics (BLS) began collecting data on fatal occupational injuries in Indiana through the Census of Fatal Occupational Injuries (CFOI). Each year, the Indiana Department of Labor's Quality, Metrics, and Statistics (QMS) Division reviews thousands of records including death certificates, news articles, police reports and National Transportation Safety Board (NTSB) findings to identify, document, and verify deaths resulting from work-related injuries. The CFOI classifies fatal occupational injuries by industry, event, exposure, demographic, primary cause, and body part injured. These classifications provide a more detailed view of how fatal injuries occurred.

The 2019 Census of Fatal Occupational Injuries report shows 146 workers lost their lives in a workplace accident in the Hoosier state. This represents a decrease of 15.61% in the number of fatal injuries from the 2018 total of 173. This report will dive deeper into the case and demographic information regarding fatal workplace

injuries in Indiana. The data provided by the BLS are protected by stringent confidentiality rules. These rules forbid releasing information that could divulge the identity of the decedent or the company for which the decedent worked. Confidential data may include any non-public information that was not previously released by a media outlet. Therefore, some of the table data regarding the industry or nature of the fatality may not add up to the reflected totals. No specific location information such as city, town or county is available due to case confidentiality. For more information regarding state and national fatal occupational injuries, visit [www.bls.gov/iif/oshstate.htm](http://www.bls.gov/iif/oshstate.htm).

This report includes data for fatal workplace injuries, including those that may be outside the jurisdiction of the Indiana Occupational Safety and Health Administration (IOHSA) and the Indiana Worker's Compensation Board. For example, fatalities occurring on the roadway and on farms with fewer than ten employees are almost always outside IOHSA's jurisdiction. However, these

## Fatal Injuries by Industry

Industry	2014	2015	2016	2017	2018	2019
Agriculture, forestry, fishing and hunting	28	23	33	28	30	18
Mining	1	-	-	-	2	-
Construction	18	11	14	14	31	21
Manufacturing	10	12	10	9	15	14
Utilities	1	-	1	1	-	1
Wholesale trade	9	3	7	4	6	-
Retail trade	8	4	11	10	14	14
Transportation and warehousing	13	27	21	26	28	27
Information	-	3	1	2	-	-
Finance and insurance	-	-	1	-	-	1
Real estate and rental and leasing	-	-	3	-	2	-
Professional and technical services	-	1	2	1	7	2
Administrative and waste services	12	8	9	11	12	12
Accommodation and food services	5	7	6	8	8	5
Health care and social assistance	3	4	2	4	3	4
Arts, entertainment, and recreation	3	1	3	1	3	6
Educational services	-	-	1	2	-	-
Other services, except public administration	11	7	5	9	3	12
Federal government	-	2	1	1	1	1
State government	1	-	2	-	-	-
Local government	6	2	4	6	4	5
<b>Total</b>	<b>130</b>	<b>115</b>	<b>137</b>	<b>138</b>	<b>173</b>	<b>146</b>

Source: BLS Census of Fatal Occupational Injuries 2012-2019  
Industry and sub-industry definitions are found online at [www.census.gov/cgi-bin/sssd/naics/naicsrch?chart=2012](http://www.census.gov/cgi-bin/sssd/naics/naicsrch?chart=2012).

fatalities are still part of the CFOI records. Consequently, data from the CFOI and reports released by other state or federal agencies may differ. This report does not include fatalities of natural causes.

The CFOI uses the North American Industry Classification System (NAICS) to identify the industries and sub-industries where workplace fatalities occur. Industry information is often reported as a broad category to ensure that no decedents or their employers can be identified.

With 27 fatalities, Indiana's **transportation and warehousing** industry experienced the highest number of fatal injuries in 2019. This count decreased by 3.57% from fatalities in 2018 (28). In 2019, most workplace fatalities for this industry occurred on the street or highway (17). Highway vehicles, motorized were the primary source for a workplace fatality (15). In this industry, age group 65 years and older experienced the highest number of workplace fatalities in 2019 (7).

The **construction** industry experienced the second highest number of workplace fatalities for 2019 (21). This is a 32.26% decrease from the 2018 total 31. The three highest causes for fatal incidents in this industry were **falls, slips, and trips** (11), followed by **transportation incidents** (5), and **exposure to harmful substances or environments** (3). Men (21) who were white (non-Hispanic) (17) experienced the highest fatal workplace fatalities in this industry. Wage and salary employees experienced the most workplace fatalities (15). Most cases (8) involved the worker doing constructing, repairing, or cleaning work.

Indiana's **agriculture, forestry, fishing, and hunting** industry experienced the third highest (18) number of workplace fatalities in 2019; also decreasing 40% from the 2018 total of 30. Transportation incidents accounted for ten of the 18 fatalities in this industry (56%), twelve (12) of the 18 total fatalities in **agriculture, forestry, fishing, and hunting** were attributed to workers in the **crop production** sub-industry. Six (6) fatalities occurred in **animal production and aquaculture**. Most of the incidents occurred on a farm (13).

Both **manufacturing** and **retail trade** industries tied for the fourth highest workplace fatalities in 2019 (14). Which **manufacturing** experienced a 6.7% decrease from 2018 of (15), however, **retail trade** incidents did not change from 2018 workplace fatalities case count (14).

Read the full report at [www.in.gov/dol/2342.htm](http://www.in.gov/dol/2342.htm)

# ELECTRICAL HAZARDS IN THE OFFICE

CONTRIBUTOR  
**Tony Kuritz**  
INSafe Health Consultant

**A** very common factor in most American workplaces (and potential safety hazards) is the presence of electrical equipment, cables, wires, outlets, etc. In a technical age of convenience, we've got to make sure employers and workers stay aware and trained on appropriate usage, storage, maintenance, and other information regarding electrical equipment. Improper use of electrical equipment can create overheated equipment, which can lead to fires, shock, and electrocution.

## Overuse of Extension Cords

Extension cords are often used as a permanent source of energy from an outlet, which is unsafe. They should only be used as a temporary power source for special operations, such as building repair or a special task. "Daisy chaining" extension cords and power strips is dangerous and shouldn't be found on worksites.

## Power Strips

Temporary power strips shouldn't be used as a permanent source of energy, either. They should only be used short term, perhaps for computer power for one work shift. Wall outlets should be used for equipment left on permanently. Temporary power strips must have overcurrent protection, fused or breaker equipped. Temporary power strips which have electrical spike protection for digital equipment may be used for permanent power – but not "daisy chained" to an extension cord. This is a problem frequently spotted on worksites.

## Flexible Electrical Cords

A frequently spotted issue, flexible electrical cords should never be placed under carpeting or other combustible covers. This is a serious fire hazard from the potential of overheated cords. Additionally, these cords could be damaged by heavy or sharp objects resting on them, moving across them, or dropped on them.

## Flexible Extension Cords

Flexible extension cords should not be run through doorways and walls. They shouldn't be placed under carpeting. They are not a substitute for permanent wiring at a worksite, and should not be attached with staples or clips to building surfaces. These cords should have the current capacity for the load current. (Twelve-gauge

wire cords are recommended.) All cords should be protected with special covers when subject to pedestrian traffic. Bright colors and high-visibility elements are helpful in those circumstances. These extension cords should also have insulating and/or covers appropriate for the work environment in which they're being used to protect from damage, which could lead to an increase of fire or shock hazards.

## Receptacles

Required in toilet facilities and roof outlets, receptacles must be equipped with Ground Fault Circuit Interrupters (GFCI). They're required within six feet of a sink or wet process at a worksite. This protects the worker from the risk of shock and electrocution on the job.

## Final Words of Wisdom

- **At the end of a shift or work day, unplug all possible equipment that doesn't need to be left powered. This greatly reduces shock and fire risk.**
- **Daisy chaining is never a good practice and creates electrical hazards, fire hazards, and trip hazards.**
- **Electrical repair should be conducted by a licensed electrician only.**
- **When in doubt, read the manufacturer's instructions. Never modify electrical equipment without the manufacturer's approval.**

## On-Site Compliance Assistance

A division of the Indiana Department of Labor, the **INSafe Consultation and Education division** provides services to Hoosier employers at no cost – these include onsite audits of safety and health programs, air sampling, noise sampling, training, sample programs, and much more. INSafe's team of occupational safety and health experts will be happy to assist employers in fine-tuning and enhancing a worksite's lockout/tagout hazardous energy control programs to a job's needs. To contact INSafe, you may visit [www.in.gov/dol/insafe](http://www.in.gov/dol/insafe), email [insafe@dol.in.gov](mailto:insafe@dol.in.gov), or call (317) 232-2688.



# PREVENTING THE SPREAD OF ILLNESS & DISEASE

CONTRIBUTOR  
**Bradley Freeman**  
INSafe Health Consultant

**The** recent pandemic has really brought illness prevention and spreading infection to the forefront concern of employers and workers alike. At all times, not just now, we need to stay educated and informed on issues such as making healthy lifestyle choices, behavior modification, interventions that prevent disease, and access to medication or medical intervention.

## How Can I Prevent Getting Sick/Making Others Sick?

The number one answer to that question is that you need to remain healthy yourself. According to the Centers for Disease Control (CDC), the single best way to prevent seasonal influenza (flu) is to get vaccinated each year. The CDC reports that the annual flu virus changes each year, evolving based on its need to survive and the changes it encounters in its hosts. Thus, a new vaccine is needed each year to meet the new version of the disease.

Experts at the CDC also recommend avoiding people who are ill, covering your mouth when you cough or sneeze, and frequent handwashing. These are essentials that should be incorporated into everyday interaction.

## How Can I Maintain Good Health?

Most experts agree that maintaining a healthy base can help prevent infection and drastically reduce complications and recovery time. It is important to maintain a healthy body weight (defined as a normal body mass index of 18.5-24.9), never smoke, limit alcohol intake (12 ounces of beer, 5 ounces of wine, or 1.5 ounces of distilled spirits), maintain healthy diet with all needed vitamins and minerals, practice at least 30 minutes of physical activity a day (a brisk walk), and drink plenty of water. It is also recommended to get plenty of sleep, a recommended seven to eight (7-8) hours each night.

## How Can I Shop Safely?

First thing's first - disinfect the shopping cart! Shops, groceries, gas stations, etcetera have a high volume of people traffic, so limit how much you touch things and yourself. Do not touch your eyes, nose, and mouth with unwashed hands. Carry hand sanitizer that contains at least 60 percent alcohol. Keep your distance from strangers as much as possible, and steer clear of people who appear to be ill. During an outbreak or pandemic, such as the one we find ourselves in currently, you should always wear a mask in a public setting and while around people who do not live with you. Stay at least six (6) feet away from people while standing in lines. When possible, try to shop at times when stores will be less busy. Some stores have sanctioned special hours for citizens at higher risk. If you use reusable bags, make sure they are cleaned before and after each use. (Be aware that some stores have banned re-usable bags to prevent spread of illness.)

## Can I Travel?

If you are sick, do not travel. This is extremely important and part of why outbreaks/pandemics occur. It is vital to know if you are sick before you travel and to not travel if you are.

If you do travel, avoid contact with sick people. Consistent hand hygiene is a best practice and first line of defense while you travel. If soap and water isn't available, hand sanitizers can be used if they have at least 60 percent alcohol content. Always wash your hands before you eat and drink. If you need to touch your face, make sure you've cleaned your hands before. Cover your nose and mouth with a tissue when coughing or sneezing, and dispense it immediately. It's also recommended to cough into your sleeve, where the germs can get caught in the fabric of your clothing, away from other people.

During outbreaks and/or pandemics, you must follow any special CDC and government-ordered regulations to prevent spread of illness.

## When Should I See A Doctor For Symptoms?

According to the Mayo Clinic, "Most people with the flu have a mild illness and don't need to see a doctor." The CDC states that most people have mild illness, and do not need antiviral drugs or medical care. Common flu signs and symptoms include, fever above 100 F (38 C), cough, sore throat, runny or stuffy nose, headache, muscle ache, chills, fatigue, nausea, vomiting, and diarrhea (most common in children).

With home care measures, most people recover within a week, although a dry cough may persist for several weeks. Those at greater risk for contracting illnesses are people 65 or older, those under 12 months of age, those with weakened immune systems or with chronic medical and may develop complications.

The CDC recommends only going to the emergency room for severe symptoms. For children, these symptoms may include fast or troubled breathing, blue lips or face, ribs pulling in with breath, chest pain, severe muscle pain, dehydration, a fever above 104, and others. For adults, these symptoms may include difficulty breathing or shortness of breath, persistent pain or pressure in the chest or abdomen, persistent dizziness, confusion, inability to arouse, seizures, not urinating, severe muscle pain, severe weakness or unsteadiness, fever or cough that improves then returns or worsens, or worsening of a chronic medical condition. Any other condition that is severe or concerning.

# 2021

# Governor's Workplace Safety Awards



**LEARN MORE AND APPLY TODAY AT**  
**[www.in.gov/dol/2934.htm](http://www.in.gov/dol/2934.htm)**

The annual Governor's Workplace Safety Awards will be presented during the 2021 Indiana Safety and Health Conference and Expo at the Indiana Convention Center! All award categories are open for applications, including the distinct Everyday Safety Hero Award!

The annual Governor's Workplace Safety Awards and the Everyday Safety Hero Award are opportunities to provide recognition for companies and professional individuals across the state of Indiana. These awards are based on best practices for eliminating workplace injuries and illnesses and salute those who have made safety and health a top priority. All award applications and nomination forms may be submitted through January 15, 2021.

## Frequently Asked Questions A Safe, Healthy, and Comfortable Worksite

**Q: Can my employer make me work when it's too hot or too cold in my workplace?**

**A:** Generally speaking, yes. There aren't any regulations which list what temperatures would specifically be considered too hot or too cold to work safely. However, in certain extreme cases, the employer may be subject to citation under the General Duty clause. That is the basic standard which states an employer must provide a working environment reasonably free of health and safety risks.

**Q: Is there a rule dealing with poor indoor air quality?**

**A:** Generally speaking, no. However, individual contaminants in the air may be regulated by existing OSHA rules. This means that there are rules in place to control the amount of a specific substance in the air. For example, OSHA would not regulate whether or not the air is "clean", but the rules do restrict the amount of carbon monoxide, lead, hexavalent chromium and many other pollutants which a worker can be exposed to.

**Q: How often am I required to clean up my jobsite?**

**A:** The housekeeping regulations regarding construction sites are contained in 29 CFR Parts 1926.25 and 1926.252. These standards require that during the course of construction all scrap and debris shall be removed at regular intervals and be kept cleared from work areas, passageways, stairs, in and around buildings and be removed from the immediate work areas as the work progresses.

**Q: Do IOSHA regulations deal with workplace violence?**

**A:** IOSHA does not investigate random acts of violence – this is a police matter. If you are being physically threatened at work, you should call the state or local police. Under certain circumstance, IOSHA does investigate workplace violence where employer policies may have put certain employees at a higher degree of risk. Examples might include pizza delivery drivers or cashiers at 24-hour markets, where employer cash handling policies might contribute to an employee's vulnerability.

**Q: Does my employer have to give me a break during my work shift?**

**A:** Generally speaking, no. Additionally, as of April 2020, breaks are no longer required for employees under the age of 18, matching federal law. There are no break laws in Indiana.

**Q: Can I refuse to do work that I think is unsafe, without being fired?**

**A:** If you refuse to work your employment may be terminated. A better alternative to refusing to work may be suggesting a safer alternative to the work you believe is unsafe. Employers are not allowed to terminate an employee who is engaged in a "protected activity." Raising health and/or safety concerns with your employer is a protected activity. If you think you may have had your employment terminated for raising these concerns, please call the Indiana Department of Labor's Whistleblower Protection Unit at (317) 234-3946.

Regardless of whether or not it's required, we strongly encourage Hoosier employers to ensure a safe, healthy, and comfortable work environment with plenty of training and employee involvement. If you would like assistance filling gaps in your workplace safety and health plan, the **INSafe consultation and education program** is an excellent, cost-free resource for your organization or company. INSafe can provide air or noise sampling, an audit of jobsite safety plans, sample hazard communication programs, and more. **If you would like to schedule an on-site consultation, you may go to [www.in.gov/dol/insafeconsultation.htm](http://www.in.gov/dol/insafeconsultation.htm). If you'd like to speak with a consultant before scheduling, feel free to call (317) 232-2655 or email [insafe@dol.in.gov](mailto:insafe@dol.in.gov).**



**We're your partner in  
workplace safety and health.**



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The ***Indiana Labor Insider*** is a free, electronic newsletter of the Indiana Department of Labor's onsite workplace safety and health consultation division, INSafe.

Learn more about INSafe online at [www.in.gov/dol/insafe.htm](http://www.in.gov/dol/insafe.htm) or email INSafe with questions, suggestions or comments at [insafe@dol.in.gov](mailto:insafe@dol.in.gov).

**INDIANA DEPARTMENT OF LABOR**  
402 W. Washington St., Room W195  
Indianapolis, Indiana 46204  
(317) 232-2655

