

Indiana Labor Insider

July - September 2015

Advancing the safety, health and prosperity of Hoosiers in the workplace

Michael R. Pence, Governor
Rick J. Ruble, Commissioner of Labor

Working Towards the Mission

It was a long, busy summer, but the team here with the Indiana Department of Labor (IDOL) remained focused and working towards our mission.

We are pleased to present the next edition of our electronic newsletter, the *Indiana Labor Insider*. In this issue of our newsletter, you'll read about the Indiana Safety and Health Achievement Recognition Program (INSHARP) and new resources we're allocating to highlight the diligent efforts of Indiana employers and employees.

We're also proud to highlight the newest class of special government employees (SGEs), as well as the certification of the 100th Indiana SGE. This program infuses Indiana's Voluntary Protection Program (VPP) efforts.

Recently, federal Occupational Safety and Health Administration (OSHA) announced its new rule for confined spaces in the construction industry. You will find an article highlighting the new rule in this newsletter edition.

We're proud to showcase the brave men and women of Indiana's mine rescue teams as well. The teams recently participated in a national competition in Kentucky. More

about that event is featured on page 12 of this newsletter.

As we delve further into fall and winter approaches, we'll face some seasonal workplace safety and health challenges — agriculture's harvest season, winter weather driving, and working in cold environments.

We hope you find this edition of our newsletter informative. Please feel free to share it with others. We also invite you to share your thoughts and suggestions with us regarding future content as well. You may send your feedback and comments to our workplace safety and health consultation division at insafe@dol.in.gov.

To your health and wealth,



Commissioner



Rick J. Ruble
Commissioner of Labor

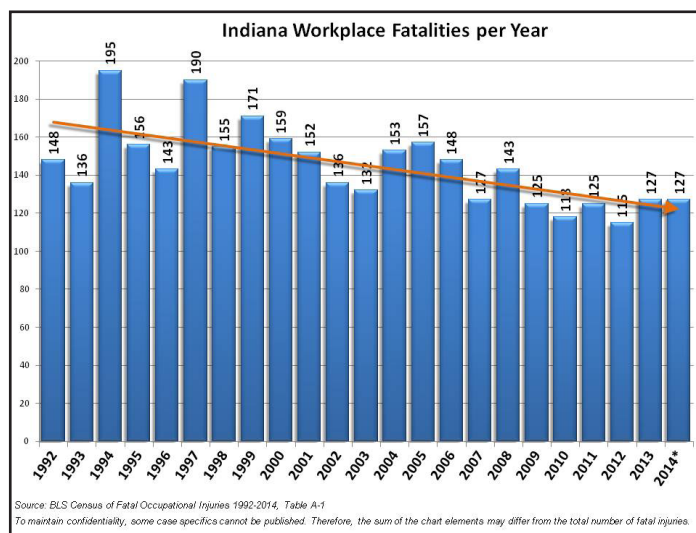
2014 Indiana Workplace Fatality Report Released

The Indiana Department of Labor released its 2014 preliminary workplace fatality report on September 22, 2015. The report indicated there were 127 worker deaths in 2014.

In general, worker fatalities have continued to decrease over the past 22 years from a high of 195 in 1994 to a record low of 115 in 2012. Although the number of fatal injuries has not changed from last year's final total, 2014's 127 ties 2013 and 2007 for the fourth-lowest number of workplace fatalities on record.

The preliminary review of 2014 workplace fatalities

shows the primary cause of worker fatalities in Indiana was vehicle crashes. This is consistent with prior years' reports.



In 2014, the IDOL partnered with the Indiana Department of Transportation, Bureau of Motor Vehicles, Indiana State Police and the Criminal Justice Institute to launch the DRIVE NOW. TXT L8R. outreach campaign and social media contest. The DRIVE NOW. TXT L8R. campaign was initiated to educate motorists on the dangers of texting while driving.

More information about Hoosier workplace fatalities is available in the preliminary 2014 CFOI report online at

www.in.gov/dol/2342.htm.

SAFETY ALERT:

Moving Machinery

Story Contributed by: Jennifer Bonner
INSafe Administrative Coordinator

Machinery

in the workplace provides workers with the ability to complete their job duties as required by their employers. Unfortunately, there are more than 18,000 injuries every year including amputations, lacerations, crushing injuries, and more suffered by workers who operate that machinery. These machines, if not properly guarded, can present an unsafe work condition, which can lead to injury and even fatality for an employee if proper precautions are not taken.

Should this machine have safeguards?

It is important to be aware and able to recognize what type of machinery requires safeguarding. According to the Occupational Safety and Health Administration (OSHA), "A good rule to remember is: Any machine part, function or process which may cause injury must be safeguarded." In other words, if an employee works on a machine that involves the slightest opportunity for injury upon contact, there must be a safeguard in place.

A clear indicator for the need of safeguards is the motion and action of the machinery being used. Machines that include rotation, reciprocation, or transverse type motions are hazardous and should be safeguarded. Rotating motions involve the rotation of machine parts in the same direction. This can be dangerous, even in slow speeds as hair, clothing, and other body parts are able to get caught during the rotation. Reciprocating movements, which involve machinery moving up and down or back and forth, can be especially hazardous if a worker gets caught between moving and stationary parts. Machinery that moves in a straight continues line, or transverse motion, can be dangerous to workers due to the possibility of getting caught in a pinch or shear point by the moving part. Actions such as

cutting, punching, shearing or bending are all potentially hazardous, and should be safeguarded as well.

Although all machinery should be checked to insure proper safeguarding, there are a couple that are known for their high injury occurrence rates.

Sawing machinery

In 1995, approximately one-third of all injuries involving workshop power tools were attributed to stationary and portable power saws. These injuries, equating to about 87,000, were all due to lack of training, experience, and/or machine guarding. Because of their main function of cutting or chopping materials, it is evident that a guard is necessary to avoid contact with the point of operation.

Power Presses

According to OSHA, presses accounted for three-fifths of all work related finger or arm amputations in 1997. A press is a "mechanically powered machine that shears, punches, forms or assembles metal or other material by means of cutting, shaping or combination dies attached to slides." Because of the amount of force presses use to punch into metal and other materials, powered presses are known as high hazard machines and require extra precautions when used.



The point-of-operation on this hydraulic press is unguarded and poses a crushing/amputation hazard to the operator. (IOSHA photo)

What types of machine guards are there?

There are typically four different types of guards or barriers that prevent access to dangerous areas on machinery, including fixed, interlocked, adjustable, and self-adjusting.

Fixed guards are permanent parts of the machine. Although sometimes they can interfere with visibility, this type of guard is usually the preferred guard among employers. Interlocked guards, which provide a mechanism for automatically shutting off machinery if removed or opened, are an effective option as well. If the

type of guard needed depends on the size of material being pushed through the machine, an adjustable machine guard may be more appropriate. Much like adjustable guards, self-adjusting guards also depend on the material for their operation. However, self-adjusting guards depend on the movement of the material, rather than the size. In any case, a safety professional can always be contacted when determining the appropriate guard for the machinery being used.

Broken machinery or equipment or those lacking the appropriate machine safeguards should be taken out of service and locked out until the appropriate safety measures have been taken. See OSHA's lockout standard online at www.osha.gov.

How can I find out more information?

Because machine guarding is absolutely necessary (and required), there are an abundance of resources where workers and employers can find more information on how to be aware of safeguarding requirements and keep

themselves safe from preventable workplace injuries. Federal OSHA has developed a Machine Guarding eTool to assist employers and employees in recognizing and eliminating machine safeguarding hazards, which is available online at www.osha.gov/SLTC/etools/machineguarding/index.html.

For additional questions about workplace safety and health, please contact INSafe to speak with a safety or health consultant. You may reach INSafe by email at insafe@dol.in.gov or by phone at (317) 232-2688.

Employers may also request a free workplace safety and health consultation provided by INSafe's well-trained occupational safety and health consultants. Workplace safety and health consultations are confidential—information about a facility or worksite is not shared or provided to IOSHA enforcement staff provided the employer corrects any serious hazards identified (if applicable). To learn more about INSafe, please visit www.in.gov/dol/insafe. To initiate a request for a free and confidential workplace safety and health consultation, please complete and submit the online form available at www.in.gov/dol/insafeconsultation.



It Happened Here: Marion County

Background: Many workplaces and workers depend on machinery, equipment and tools to get work tasks completed efficiently. Prior to use, however; employees must be trained on all facets of the safe operational use and maintenance of these instruments.

Event: On February 6, 2013, in Marion County, two trash compactor service technicians (a supervisor and new employee) arrived at a customer's site to service a trash compactor. The service technicians replaced the trash compactor's hydraulic pump and directional valve. Once the replacement parts were added, the supervisor removed the lock and turned the compactor on. During this time, the other service technician had entered the unit. The supervisor witnessed the employee stuck in the compactor and removed him. Upon removal, the employee was unconscious and bleeding profusely. The employee died from blunt force crushing injuries and mechanical asphyxia.

Lessons Learned: To prevent similar incidents from occurring in the future, employers and employees should work together to:

- Conduct a comprehensive worksite assessment at the beginning of each job. Identify potential hazards and implement safeguards to protect employees from these hazards. Conduct daily inspections of the jobsite.
- Perform routine safety inspections of all equipment before it is used. Ensure all equipment safety features

are operational and maintained as per the manufacturer's recommendations. Do not use equipment that is in need of repair and/or replacement.

- Ensure equipment, machinery and tools are used in accordance with the manufacturer's recommendations.
- Conduct a confined space evaluation of the worksite. This evaluation should include all work areas, departments and equipment such as ovens, compactors, pits, manholes, etc.
- Ensure equipment and machinery is locked out in accordance with the manufacturer's recommendations to prevent accidental start-up. This will require the development, implementation and training of machine-specific lockout/tagout procedures.
- Provide the appropriate safety and health training to employees so they can recognize hazards associated with each job and task.
- Provide employees with the appropriate personal protective equipment (PPE). Instruct employees on the PPE's use and storage. Ensure workers wear all necessary PPE.
- Conduct routine jobsites briefings or "toolbox talks" to remind workers of the hazards associated with the jobsite, equipment, task, etc.
- Encourage employees to speak up about workplace safety and health concerns. Adequately address these concerns.
- Foster a culture of workplace safety and health. Employers must hold themselves accountable for their employees' understanding and following of all written safety and health policies, rules, procedures, and regulations.



Rebecca Ellson
INSHARP Coordinator

THE

Indiana Department of Labor recently committed additional full-time resources to growing and managing its small business cooperative program, the Indiana Safety and Health Achievement

Recognition Program (INSHARP). INSHARP is a federally-recognized program that provides recognition to and ongoing support for small employers and employees who work together to develop and operate exemplary safety and health management systems.

INSHARP Consultant

Rebecca Ellson has been selected as the INSHARP Consultant. Ellson will be responsible for the day-to-day management and promotion of INSHARP. Prior to transitioning into this role, Ellson served as a health consultant for the Indiana Department of Labor’s workplace safety and health consultation division, INSafe. Before joining the agency in 2013, Ellson worked for a number of years in risk management. Ellson holds a Bachelors of Science in Nursing from Indiana University and a Master in Business Administration from Indiana Wesleyan University. She is a Certified Occupational Health Nurse Specialist/Case Manager (COHN-S/CM).

INSHARP Certification Requirements

INSHARP certification is limited to employers that employ less than 250 workers onsite and 500 company-wide. To be eligible for INSHARP participation, an employer must request a comprehensive workplace safety and health consultation, maintain injury and illness rates below the national average for its industry and have an effective safety and health management system based upon the Occupational Safety and Health Administration’s (OSHA’s) 1989 safety and health management guidelines.

The 1989 safety and health management guidelines include a system that provides for a significant display of management



INSafe Safety Consultant Debbie Rauen and INSafe Health Consultant Tony Kuritz recognize the employees of Summit Brands (Fort Wayne, IN) for their achievement of INSHARP certification. The site received INSHARP certification initially in 2012 and was recertified again in 2014.

commitment to and employee involvement in workplace safety and health activities. Such activities may include a joint labor-management safety committee, employee participation in the development and delivery of workplace safety and health training, employee engagement in workplace safety and health audits, safety and health policy, rule and standard operating procedure development, as well as many other activities.

Current INSHARP Sites

Currently, more than 40 Hoosier workplaces have achieved INSHARP-level recognition. These sites are very diverse in nature and include a pediatric dental office, institutitonal office product manufacturer, food manufacturer, city government; and a grey-iron ductile foundry. A list of the current INSHARP certified sites is available online by visiting www.in.gov/dol/insharp.htm.

Learn More About INSHARP

To learn more about INSHARP, please visit www.in.gov/dol/insharp.htm. Hoosier employers interested in meeting with the INSHARP Consultant, may contact Rebecca Ellson by calling (317) 232-2688 or emailing insharp@dol.in.gov to schedule a visit.

Additional Resources

INSafe has a staff of professional safety and health consultants ready to assist Hoosier employers and employees in developing and implementing a workplace safety and health management system. INSafe’s consultants are very knowledgeable on workplace safety and health issues. INSafe staff can work with employers and employees to provide an action plan to assist them in becoming eligible for INSHARP certification. A request for onsite consultation assistance may be initiated by completing and submitting the form online at www.in.gov/dol/insafeconsultation.

A New Class of Special Government Employees



The newest class of Special Government Employees (SGEs) is pictured outside St. Joe, Indiana's Nucor Fasteners on July 29, 2015. Indiana SGEs will participate alongside of VPP Leaders to perform VPP assessments. (Photo provided by VPP Leader Beth Gonzalez.)



The VPP SGE certification team welcomed it's 100th trained SGE, Theresa Korte of Jasper Engines and Transmissions.

**Story Contributed by: Tony DePietro
Nucor Fasteners**

The Voluntary Protection Program (VPP) is an important program in the safety of workers across the United States. The partnership between employers and the Occupational Safety and Health Administration (OSHA) helps best ensure that the work environment will continue to be safe for all workers. All of this would not be possible without the support of special government employees (SGEs).

This summer in July, St. Joe, Indiana's Nucor Fasteners hosted an SGE training. The Nucor Fasteners' site is currently an active participant in Indiana's VPP. More than 20 trainees attended the event. With this training, the newest group of SGEs will be prepared to help VPP teams conduct audits and increase the safety of work environments.

The Indiana Department of Labor is very appreciative to all companies, SGEs, federal OSHA and host training sites for their efforts to make these training events happen.

Why I became an SGE...
 "I decided to become an SGE to help keep people at other plants safer. I can take practices we have here at Nucor Fasteners and share them with other facilities. With that being said, participating as an SGE also gives me the opportunity to learn from other facilities as well." ~Justin May

Why I became an SGE...
 "I have worked in the safety field for 30+ years. During this time, I've spent several years as a safety consultant and served over 100 organizations, some of which have been VPP "Star" sites. I was always impressed with the fact that all Star sites that I have been involved with truly had a culture of ownership of safety. I never would have dreamt I would have the opportunity to lead an organization down that path, and be the first to raise the flag on a worksite. Being the VPP manager of the Naval Surface Warfare Center Carderock, a worksite with 1,600 employees and leading them to VPP star recognition and now being an SGE is a dream come true!" ~Bruce Johnson

Why I became an SGE...
 "I looked at it as an opportunity to get some formal training on how to conduct audits, different people's prospective on what to look for in a VPP audit. Audit and review is an important learning tool." ~Mike Georgi

Why I became an SGE...
 "Because Nucor works closely with IOSHA and takes the partnership very seriously, I wanted to help my company support VPP. It feels good to go into other companies and help them achieve what we have already done. Doing VPP audits is a great opportunity for benchmarking, sharing Nucor's ideas and safety practices with others and also bringing back ideas to Nucor. Being an SGE allows me to do all of this." ~Ryan Zimmerman

Many workplaces and jobsites contain areas that are

considered confined spaces.

Generally speaking, these spaces are not designed for people, but they are large enough for workers to enter and perform some job tasks. Confined spaces include, but are not limited to, tanks, vessels, silos, storage bins, hoppers, vaults, pits, manholes, tunnels, equipment housings, ductwork, and pipelines. These spaces can present physical and atmospheric

hazards that can be prevented if addressed prior to entering the space to perform work.

Earlier this year, the federal Occupational Safety and Health Administration (OSHA) issued its final rule for confined spaces for the construction industry. The rule became effective in states under federal jurisdiction on August 3, 2015. The rule will become effective in Indiana on or after February 4, 2016.

The New Rule

There are five key differences in the construction rule, and several areas where OSHA has clarified the existing requirements.

The first key difference is that there are more detailed provisions requiring employers to coordinate activities when there are multiple contractors on a given worksite. This will help best ensure hazards are not introduced into a confined space by workers performing tasks outside the space. For instance, there may be an instance of a generator running near the entrance of a confined space. This may cause a build-up of carbon monoxide within the confined space.

Secondly, a competent person that has been designated by the employer is required to evaluate the worksite. This evaluation includes the identification of confined spaces, including permit-required confined spaces and sufficient labeling of these spaces.

Next, employers are required to ascertain that atmospheric conditions of confined spaces continuously monitored. This is

increasingly important as in the construction industry, worksites change very rapidly and during these changes—new hazards can be introduced.



The new rule also requires continuous monitoring of engulfment hazards. For example, when workers are performing work in a storm sewer, a storm upstream from the workers could cause flash flooding, making it very dangerous for employees who may have to enter the space. An electronic sensor or observer posted upstream from the work site could alert workers in the space at the first sign of the hazard, giving the workers time to evacuate the space safely.

Finally, the new rule allows for the suspension of a permit, instead of cancellation, in the event of

changes from the entry conditions list on the permit or an unexpected event requiring evacuation of the space. The space must be returned to the entry conditions listed on the permit before workers are permitted to re-enter.

Communication with Sub-contractors is a 'Must'

As work is “subbed-out” to sub-contractors, controlling contractors and host employers must discuss spaces on the site and their hazards with entry employers and each other before and after entry. The new rule makes the controlling contractor, rather than the host employer, the primary point of contact for information about permit spaces at the worksite. The host employer must provide information it has about permit spaces at the worksite to the controlling contractor. The controlling contractor passes information on to the employers whose employees will enter the spaces (entry employers). Likewise, entry employers must give the controlling contractor information about their entry program and hazards they encounter in the space, and the controlling contractor passes that information on to other entry employers and back to the host. As mentioned above, the controlling contractor is also responsible for making sure employers outside a space know not to create hazards in the space, and that entry employers working in a space at the same time do not create hazards for one another’s workers.

Resources for Compliance Assistance

More information about confined spaces for construction is available online at federal OSHA’s website at www.osha.gov/confinedspaces/index.html. Free and confidential workplace safety and health consultation services are available by contacting the Indiana Department of Labor’s INSafe division. You may contact INSafe by phone at (317) 232-2688 or email insafe@dol.in.gov.



You Asked, We Answered - Confined Space for Construction

What is a confined space?

A confined space is a space that has not been designed for continued human occupancy, but is large enough for a worker to enter and has limited means of exit and/or entry.

What is a permit-required confined space?

A permit-required confined space is a space that may have a hazardous atmosphere, engulfment hazard, or other serious hazard, such as exposed wiring, that can interfere with a worker's ability to leave the space without assistance.

When does the new rule for confined spaces in construction become effective?

The new rule for confined spaces in construction became effective in states under federal OSHA jurisdiction on August 3, 2015. In Indiana, the new rule becomes effective on or after February 1, 2016.

Do I need to develop a written safety and health program for confined spaces?

Employers are required to develop, implement, and train workers on the confined space program provided employees are required to enter these spaces.

Where can I get help on this new rule?

The Occupational Safety and Health Administration (OSHA) has developed and implemented a confined spaces webpage which houses compliance assistance materials such as answers to frequently asked questions, case studies, fact sheets, and quick reference cards. Resources are available online at www.osha.gov/confinedspaces/index.html.

In addition, the Indiana Department of Labor's workplace safety and health consultation division, INSafe, provides free onsite consultation for Hoosier employers and employees upon request. Consultation requests are voluntary and confidential. Provided the employer corrects all serious hazards identified during the consultation, information about the company is not shared with IOSHA enforcement.

To learn more about INSafe, please visit the division's webpage at www.in.gov/dol/insafe. You may also email insafe@dol.in.gov or call (317) 232-2688 to speak with a knowledgeable safety or health consultant. Employer representatives may initiate a free workplace safety and/or health consultation by completing and submitting the online form available at www.in.gov/dol/insafeconsultation.

OSHA Publishes NPRM for Beryllium

On August 7, 2015, the federal Occupational Safety and Health Administration (OSHA) published its notice of proposed rulemaking for beryllium.

Beryllium is a lightweight but strong metal that is primarily used in the aerospace and defense industries. The most common use is in beryllium-copper alloy because of its electrical and thermal conductivity, high strength and hardness, good corrosion and fatigue resistance, and nonmagnetic properties. Another form is beryllium oxide, which is an excellent heat conductor, with high strength and hardness, and acts as an electrical insulator in some applications.

Workers in industries where beryllium is processed may be exposed to beryllium by inhaling or contacting beryllium in the air or on surfaces. Inhaling or contacting beryllium can cause an immune response that results in

an individual becoming sensitized to it. Individuals with beryllium sensitization can develop a debilitating disease of the lungs called chronic beryllium disease (CBD) if they inhale airborne beryllium after becoming sensitized. Beryllium-exposed workers may also develop other adverse health effects such as acute beryllium disease and lung cancer.

The proposed rule is available at www.federalregister.gov/articles/2015/08/07/2015-17596/occupational-exposure-to-beryllium-and-beryllium-compounds. Stakeholders who have an interest in commenting on the proposed rule may do so by November 4, 2015.

For more information about beryllium, please visit www.osha.gov/SLTC/beryllium/index.html. For questions about workplace safety or health, contact INSafe, by email at insafe@dol.in.gov or call (317) 232-2688.

Spotlighting Best Practices: “A Journey to Safety Excellence”

Contributed by: Tara Falin, High Horsepower North America HS&E Leader
Cummins Seymour Engine Plant

With approximately 700 employees, the Cummins Seymour Engine Plant (SEP), located in Seymour, Indiana, manufactures and assembles diesel and natural gas engines. SEP’s manufacturing areas include product lines, assembly, machining, and shipping and receiving. SEP’s safety team is active in all facets of their comprehensive safety and health management system.

In 2007-2008, SEP did not have a defined safety vision. SEP ended the year with 18 OSHA recordable accidents, 195 first aid cases and zero near hits reported. The culture was one of little personal responsibility or involvement from employees and no formal safety team or committee. By the end of 2008, SEP formed the Health, Safety and Environment (HSE) Steering Committee, which included three union employees, a shop steward, a union board member, and representatives from the HSE Department. The Committee had a vision to change from a reactive to a proactive safety culture and a goal to make safety the responsibility of every employee.

The Committee spent time benchmarking various companies’ safety programs, focusing on ways to increase employee involvement. They felt enhancing employee involvement would lead to a necessary culture shift. The Committee developed a team-based program called Seymour Safety Solutions. Seymour Safety Solutions defined the fundamental requirements used to guide the organization toward an incident free workplace. The program is firmly based upon the idea that all safety incidents are preventable.

Seymour Safety Solutions consists of Safety Champions that represent all areas and entities in the facility. Safety Champions are responsible for conducting monthly safety meetings and assisting with HSE issues and employee concerns.



SEP employees gathered for the site’s VPP “STAR” certification celebration on September 22, 2015. (Photo provided by SEP.)

In conjunction with Seymour Safety Solutions, the HSE Committee implemented the *Race to Safety Excellence*. This incentive program awards miles (points) for meeting requirements defined by the Committee. Teams earn miles by completing training and area audits. A visual display of a race track with an Indy race car for each team is mounted in the plant to show the progress. Prizes and awards are given to the winning team each year.

After the first year of implementation, SEP experienced the following positive developments:

- Increased communication regarding health and safety throughout the plant
- Increased the number of hazards reported from 0 to 115
- Reduced first aid cases by 50%
- Reduced recordable incidents by 56%
- Reduced recordable incident rate by 30%
- Improved leading indicators (training hours, area audits)

Since these initial positive developments, all employees, including SEP management have completed successful programs and targeted training such as management of change, OSHA 30-hour, and hazard recognition.



Members SEP's HSE committee proudly stand with the VPP "STAR" certification flag. (Photo provided by SEP.)

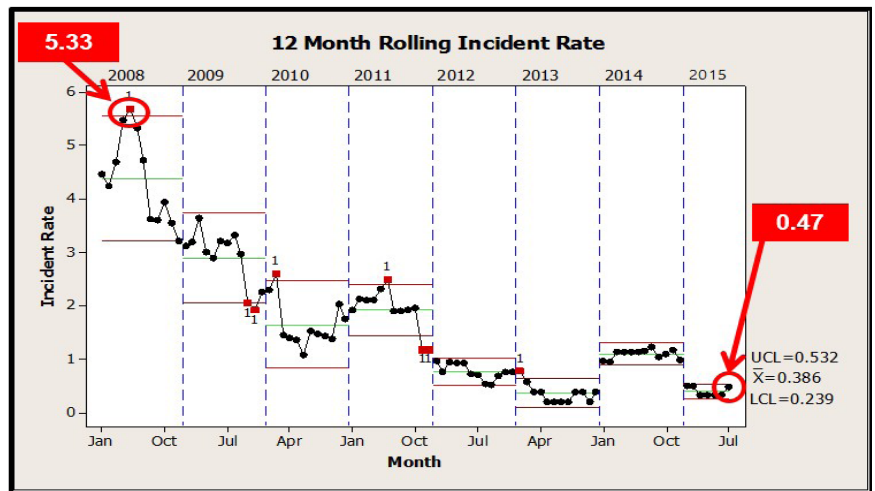
In 2013, SEP received the Governor's Workplace Safety Award for their safety empowerment card and the liters of safety concept. This program empowers all employees to "stop work" if an unsafe condition arises.

These programs laid the foundation for what SEP's Health and Safety program is today. On September 22, 2015, the plant received recognition for achieving certification in the Indiana Voluntary Protection Program (VPP) as a "STAR" site.

Engaged employees and management's ongoing commitment have helped achieve this progress at SEP. Management addresses the concerns of employees, and the teams and individual employees are recognized for safety issues and concerns that are raised. Today, there are 134 volunteer employees participating in more than eight HSE Teams with an ongoing commitment to the journey to safety.

Learn About Indiana VPP

The first Indiana VPP site was certified in 1997. Today, with more than 70 participants at both the "Merit" and "STAR" levels, Indiana ranks in the top five of state plan states



The graph above indicates SEP's workplace injury and illness incident rates from January 2008 to July 2015. The site has been successful in reducing workplace injuries and illnesses from a high of 5.33 in 2008 to the current rate of 0.47. (Graph provided by SEP.)

in number of participating sites. Indiana's VPP sites range in size from fewer than 20 employees to more than 8,000 and include industries such as pharmaceutical manufacturers, snack foods producers, scrap recycling facilities, and sites engaged in the production and processing of seed corn. To learn more information about Indiana's VPP, please visit www.in.gov/dol/vpp.htm.

Partnering for Safety and Health Excellence

Story and Photos Contributed by: John Grimes
IOSHA Construction Safety Supervisor

On March 26, 2015, the Indiana Department of Labor (IDOL) Labor and Barton Malow Company entered into a strategic occupational safety and health partnership for the University of Notre Dame Campus Crossroads Project located on Notre Dame's South Bend, Indiana campus. The project consists of the construction of three new buildings on the outside of the east, west, and south sides of the university's football stadium. The buildings are a mixture of classroom, educational, and recreational facilities.

John Grimes, a supervisor for IDOL construction safety division was given the task of being the project manager and contact person on this partnership. Grimes has also enlisted the help of two of his senior compliance officers, Ellen Osborne and Dave Zeigenbein, to assist him with the oversight of the project.

One of the key elements of this partnership is that both parties have an open and transparent working relationship. This is evident by the involvement IDOL has with the project. Barton Malow allowed IDOL to review their safety programs and offer suggestions. Monthly comprehensive safety progress reports are given to IDOL for review and comments each month. Recordable injuries are reported to Grimes within 24 hours for review. One of the other interesting and productive elements of the partnership is that the IDOL team consisting of Zeigenbein, Osborne, and Grimes works to conduct onsite inspections. These inspections are done quarterly throughout the year. Even though the team is on the enforcement side of IOSHA, they are there on a consultation basis. In other words, the project receives an inspection at least four times a year.

While the Barton Malow safety team does a good job with safety on the project, it never hurts to have an outside set of eyes look at the project for safety and see if there are any safety hazards that may have been overlooked or areas that could be improved. So far the IDOL team has conducted two onsite inspections and has identified a couple of minor safety concerns that were addressed immediately by Barton Malow. By having the IDOL team identify these concerns, it gave Barton Malow a different insight as to how they looked at certain issues on the project that they may not have before our inspection.

The IDOL team is also benefiting from the partnership in their growth development. This is a very unique and large scale project that IDOL does not regularly get this involved with. Team members have been able to see and learn about new techniques in the construction process



Top photo: Construction crews perform work onsite at the University of Notre Dame Campus Crossroads Project in South Bend. (Photo by John Grimes) Photo 2: IOSHA Construction Safety Division compliance safety and health officers Ellen Osborne and Dave Zeigenbein walk the jobsite. (Photo by John Grimes.)

such as the line dragon for pouring concrete. This new method has increased efficiency and reduced the potential of workplace injuries as workers do not have to manually pull heavy concrete hoses.

Recently, Barton Malow implemented Safetynet from Predictive Solutions. Barton Malow's safety team provided a demonstration of the software to the IDOL team during a recent visit. The software is used to track and alert workers to potential hazards and safety concerns. The ultimate goal is to ensure these safety concerns and hazards are corrected before a worker experiences an injury. The software is also used to document what is being done correctly onsite.

In conclusion, the partnership between Barton Malow and IDOL has so far has been a success. Both teams strive for the same goal each day—to have a safe construction project. Both parties are benefiting from the partnership and will be able to take what they have learned from this experience to other projects in the future. This is a good example of using a different approach to safety on a project that utilizes IOSHA construction safety in a manner that is producing good results.

Job Hazard Analysis

Every

Far too often, these injuries could have been prevented. Regular job hazard analyses, coupled with training, and the utilization of safe work practices are imperative when developing a culture of safety and health in the workplace.

One of the best ways to help determine and establish proper safe work procedures is to conduct a job hazard analysis (JHA). Ultimately, without a JHA for each job, training and safe work practices will be less effective.

Supervisors and managers can use the information gleaned from the JHAs to reduce employee exposure to workplace safety and health hazards. Using these discoveries will likely result in fewer work-related injuries and illnesses as well as a safer and more productive working environment for employees.

JHAs are techniques that focus on specific job tasks as a way to identify hazards before they occur and a worker becomes injured or ill. These tools focus on the relationship between the worker, the task, the tools and the work environment, in general. After potential hazards have been identified, employers must take the appropriate steps to eliminate them or at minimum, reduce the exposure by providing administrative controls or as a last resort, providing personal protective equipment.

JHAs should be conducted on all jobs and tasks within an organization. Priority in developing JHAs should be given to jobs with the highest injury or illness rates, jobs that have great potential to cause severe or disabling injuries or illnesses (even if there is no history of previous incidents), jobs in which a simple error or omission can lead to a severe accident or injury, jobs that are new to your operation or those that have undergone changes in processes and procedures, and jobs that are complex enough to require written instructions.

To maximize the effectiveness of JHAs, employees need to be involved in the process. Those who do the job day-in-and-day-out know the job best. Involving workers in this process will help employers minimize oversights, ensure a quality analysis, and get worker buy-in to solutions because they will share in the ownership in the

year thousands of Hoosier workers suffer severe and



safety and health management system. This project may be best tackled through the development of a special JHA development committee.

Those who have responsibility for the day-to-day oversight of employee safety and health, along with top-level management and supervisors should thoroughly review the workplace's incident and injury and illness history. Special attention should be given to "near-miss" or "close-call" incidents. These incidents can be indicators that current hazard control methods, work practices, or training are not adequate and require additional attention.

Next, employers should list, rank, and set priorities accordingly. This process should be initiated by listing jobs with hazards that present unacceptable risks, based on the hazard most likely to occur and with the most severe consequences. These jobs should be the first priority for analysis.

Nearly every job can be broken down into job tasks or a sequence of logical steps. Complete the JHA process by outlining the appropriate steps or tasks done to perform the job.

As a result of the JHA, a safe way of performing the job is developed. In addition to this, a written procedure should be developed to ensure that all affected employees are performing the job in the same safe manner.

For a JHA to be effective, management must demonstrate its commitment to safety and health and follow through to correct any uncontrolled hazards identified. Without commitment and follow-through, management will lose any established credibility, and employees may hesitate to go to management when dangerous conditions are present.

While training is a component of the corrective process, the JHA and the safe operating procedure that result are the first items that should be considered after all incidents. These can be developed by an incident investigation team designated to determine the cause of the incident and ways to correct it and prevent it from reoccurrence.

For additional information or assistance with JHAs, please visit www.osha.gov/Publications/osha3071.pdf. For questions about workplace safety or health, please contact INSafe by email at insafe@dol.in.gov or by phone at (317) 232-2688.

Indiana Mine Rescue Teams Participate in National Contest

Story and Photos Contributed by: Don "Blink" McCorkle
Assistant Commissioner of the Indiana Bureau of Mines



The Indiana Bureau of Mines recognized all Indiana mine rescue team participants for their involvement, as well as dedicated honors in a mini-competition between the three. Sunrise Coal Company's mine rescue team took top honors for excellence in rescue and procedure. Trainer Terry "Fig" Phegley is pictured with the team. (Photo by Don "Blink" McCorkle.)

During

difficult times for the mining industry, with downsizing and other issues, there is still a need and a requirement for the mines in operation to be covered by mine rescue teams. These teams are comprised of both men and women who dedicate themselves to train and be on-call at a moment's notice. When called out, mine rescue team members enter mines for a single purpose—to help save the life of a fellow miner. The annual National Mine Rescue Contest, held the week of September 13, 2015, recognized the tireless efforts of these teams who work hard to be physically and mentally prepared to save lives in the event of a mine emergency.

Three Indiana mining companies met with over 60 other mine rescue teams from across the United States last month in Kentucky to compete in emergency rescue skills.

During the week, the 65 mine rescue teams from coal mining states met in Lexington,

difficult times for the mining industry, with downsizing and other

Kentucky, to display the in-depth training and knowledge of dedicated men and women who commit themselves to saving the lives of their fellow miners. During the National Mine Rescue Contest, participating teams and miners were put to the test in a variety of emergency simulations, including scenarios with mechanical malfunctions, as well as individual examinations.

Mine rescue teams from Indiana mines, including Sunrise Coal Company, Gibson County Coal, and Peabody Francisco Mines participated in the annual competition. The Indiana Bureau of Mines awarded the best Indiana mine rescue team and benchman. Sunrise Coal Company's mine rescue team took top honors for excellence in rescue and procedure. The company's benchman, Steve Earle, was also recognized for his display of responsibility in repairing the breathing apparatus used by his team.



Benchman Steve Earle from Sunrise Coal Company works his problem on the apparatus during the September 2015 mine rescue competition in Lexington, Kentucky. Earle best displayed responsibility for repairing the breathing apparatus used by his team. (Photo by Don "Blink" McCorkle.)

Worker Safety and Health Training Opportunities

The Indiana Department of Labor's onsite workplace safety and health consultation division, INSafe, is pleased to make scholarship training opportunities available to small Indiana workplaces. Visit www.in.gov/dol/2383.htm to view these and other training opportunities.

Mid-America OSHA Education Center provided training: For more information about Mid-America OSHA Education Center, please visit www.midamericaosha.org/. Course registration fees are established by Mid-America OSHA Education Center and are available on the center's website. Please note: you must create an account at Mid-America OSHA Education Center to sign up for training courses.

Recognizing Excellence

Recognizing Excellence spotlights Hoosier employers and their employees for their efforts in achieving status in either the Indiana Voluntary Protection Program (VPP) or Indiana Safety and Health Achievement Recognition Program (INSHARP). The Indiana Department of Labor congratulates the following employers and employees for their efforts to ensure Hoosier occupational safety and health. Additional information on INSHARP and VPP may be found online at www.in.gov/dol.

INSHARP

New sites:

None

Recertified sites:

Closure Systems International (Crawfordsville)
Mitchell Plastics (Charlestown)

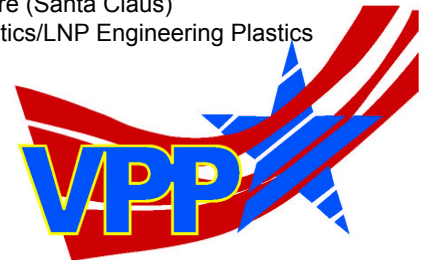
VPP

New sites:

Cummins Seymour Engine Plant (Seymour)
Lawrence County and Worthington Generating Facilities

Recertified sites:

Nucor Sheet Mill Group (Crawfordsville)
Kimball Office - Salem (Salem)
Jasper Engines and Transmissions (Jasper)
AkzoNobel Coatings, Inc. (Warsaw)
Hendrickson International Truck Suspension Systems (Kendallville)
National Office Furniture (Santa Claus)
SABIC Innovative Plastics/LNP Engineering Plastics (Columbus)



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.

Email INSafe with your questions, suggestions or comments at insafe@dol.in.gov.



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