



Indiana Labor Insider

2017 July - September



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Indiana Labor Insider

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A Letter From Commissioner Rick J. Ruble

With another Indiana summer behind us, we're already feeling the chilly breeze of fall! It is my pleasure to welcome you to the fall edition of the Indiana Department of Labor's quarterly electronic newsletter, *Indiana Labor Insider*.

The staff of the **Indiana Department of Labor (IDOL)** participated in several exciting events during the summer – events you'll learn more about in the articles enclosed in this edition of *Insider*.

We are proud to announce the completion of our cooperative safety and health partnership with Barton Malow on the **Notre Dame Campus Crossroads Project**, a 30-month project. The expansion project surrounding the home of the Fighting Irish was successful in limiting occupational injuries and incidents while keeping the university's stadium open for the roaring fans and football games. The full article is on **Page 4**.

The IDOL is excited to welcome our new **Assistant Commissioner of the Bureau of Mines and Mine Safety Steve Riley**, promoted from the division's Chief Mine Inspector position. I was very pleased Steve

was selected for this position and know there isn't a better person for the job. We are excited to be moving forward with Steve's leadership for the division and achieving the goals for Indiana's mines. You can learn more and hear from Steve himself on **Page 8**.

Additionally, we're pleased to announce the IDOL has been recognized by the federal Occupational Safety and Health Administration (OSHA) with a **William Q. Wiehrdt Award for Customer Service** for our digital publications *IN Review* and *INDiana Labor Insider*. We're both humbled and thrilled at the opportunity to serve working Hoosiers in such a fun and casual manner.

While we're getting our cold weather-ware ready, we are excited for upcoming projects and campaigns heading into the end of 2017

To your health and wealth,

Commissioner

UNIVERSITY OF NOTRE DAME CAMPUS CROSSROADS PROJECT

Can you imagine being a contractor and inviting the Indiana Occupational Safety and Health Administration (IOSHA) to your jobsite? A decade ago, you'd have likely said, "no." But the times are a-changin', and Hoosier workers are reaping the benefits of partnering with IOSHA to get the job done safely.

The Partnership Agreement

On March 26, 2015, the Indiana Department of Labor (IDOL) entered into a cooperative partnership with Barton Malow Construction Services on the University of Notre Dame Campus Crossroads Project. The project site is located right in the home of the Fighting Irish on the university's campus in South Bend. The Campus Crossroads Project consisted of three new structures on the outer east, west, and south sides of the university's football stadium and an important stipulation. The stipulation was the stadium had to remain open for home football games. The new buildings consisted of classrooms, educational and recreational facilities. The very large project was completed by the hard work of 800 employees on-site on a daily basis. IOSHA agreed to work with Barton Malow to limit hazardous practices with the ultimate goal of keeping project workers safe.

For the past two and a half years, IOSHA worked with Barton Malow at the South Bend project. Construction Safety Supervisor John Grimes, along with senior compliance officers Ellen Osborne and Dave Zeigenbein, made nine site visits and inspections of the Campus Crossroads Project. During these inspections, IOSHA and Barton Malow's subcontractors walked the site together to identify and correct hazards.

The Value of Communication

Open and frequent communication between Barton Malow and IOSHA became the most important element to this successful partnership. An expectation and culture of occupational safety and health was quickly accepted and incorporated into every step of the process. Before long, both Barton Malow and IOSHA came to share the same workplace safety and health goals and sought hazardous practices with the same tenacity.

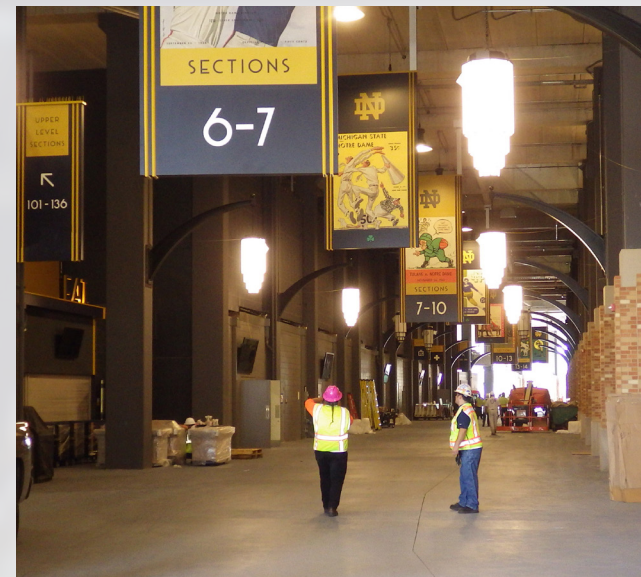
Working Cooperatively with a Compliance Agency

A cooperative partnership with any division of the IDOL has many advantages for all parties involved and directly benefits Hoosier workers. The Barton Malow Safety Team is an excellent group of workplace safety and health professionals, but working cooperatively with IOSHA, it provided them the opportunity to see things they had not considered before – a "new set of eyes," in a way. These working relationships lead to improvements in quality, productivity, efficiency, workplace safety and health culture, proactive programs, and much more. IOSHA also benefited from the partnership with Barton Malow. IOSHA gained a new perspective and experience on a unique project – experience that can be applied in the next project and shared with other team members.



CONTRIBUTOR
John Grimes
IOSHA Construction
Safety Supervisor

The staff of the IDOL and IOSHA are proud to have participated in this successful, cooperative partnership with Barton Malow. Together, the Notre Dame Campus Crossroads Project concluded very positively with limited incidents and an improved outlook on workplace safety and health.





A Team Effort

Only qualified individuals should be permitted to operate a crane or its devices. These operators should be familiar with the crane manufacturers' operator manual, as well as the operations or tasks to be performed with the equipment.

However, a crane operator relies heavily on his or her coworkers for safe operation on a jobsite. A certified rigger is required for the safe rigging of materials to be hoisted by the crane. Spotters are also required to guide the crane operator for the task-at-hand. Often, the crane operator's view is obstructed and they will need assistance to place or move the materials safely. The spotter can deliver this assistance by verbal instructions over a radio or with established hand signals. These safety practices are incorporated into the crane operation program to minimize property damage and/or injury. Additionally, all employees should be trained to never walk or perform any work under a suspended load. Permitting this can result in serious injury or even death.

Practicing Extra Care

In addition to operator training and care by other employees, further precautions must be taken when cranes are being used near or around vulnerable environment elements, such as power lines. Workers should always assume lines are energized. Communicating with the local government and/or utility company will be very helpful in avoiding hazards.

Online Resources

OSHA standards regarding cranes, lifts, and derricks are outlined in Title 29 of the Code of Federal Regulations (CFR). Additional information on these standards, as well as training, is available online at www.osha.gov/SLTC/cranehoistsafety/index.html.

Compliance Assistance

For questions concerning cranes, lifts, and other high elevation equipment, please contact INSafe to speak with a safety or health consultant by calling (317) 232-2688 or email insafe@dol.in.gov. Free, confidential workplace safety and health consultation services are available to Hoosier employers and employees. Learn more about INSafe online at www.in.gov/dol/insafe. To initiate a request for services, please complete and submit the form available at www.in.gov/dol/insafeconsultation.



IT HAPPENED HERE Marion County

July 26, 2014

A 47-year-old crane technician was using a scissor lift to adjust a safety feature on an overhead crane. The crane moved and tipped the scissor lift over. The crane technician fell approximately 21 feet to the floor and died at the scene.

LESSONS LEARNED

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, then implement safeguards to protect employees from these hazards.
- Assign a team of staff to work around the crane operator to ensure safe completion of the task. These individuals should each have a role that will help communicate important procedures during use of the equipment.
- Utilize radio equipment to keep communication open to all staff working on or around the crane or equipment.
- Incorporate team-based safety strategies into the safety procedures for cranes or heavy machinery to help limit damage and/or injuries during use.

For different sizes and purposes, cranes are essential for much of the “heavy lifting” of modern development. Cranes are commonly used in the transportation industry for the loading and unloading of freight, in the construction industry for the movement of materials, and in the manufacturing industry for the assembling of heavy equipment. In these and other industries, working with a crane helps make the impossible possible. This useful equipment moves materials beyond the normal capability of a human.

Cranes exist in a number of different forms tailored to a specific use. Sizes of this equipment range from the smallest jib cranes, used inside workshops, to the tallest tower cranes, used for constructing high buildings. Mini-cranes are also used for constructing high buildings, in order to facilitate constructions by reaching tight spaces.

While this equipment helps make the workplace or jobsite more efficient, cranes can pose significant safety issues for the equipment operators as well as those workers who may be working nearby these operations. To ensure the safety of all workers, employers and employees must work together to develop a crane safety program.

Inspections and Maintenance

Both regular inspection and crane maintenance are essential to the safe operation of the equipment. Failure to complete the required overhead crane and hoist inspections may lead to a dropped load resulting in serious property damage, worker injury, or death. A pre-shift crane inspection program should clearly articulate the items to be inspected, as well as who to contact in the event repairs are needed. Operators must be instructed to not use equipment or lifting apparatuses that are damaged, compromised, or in need of repair, maintenance, or replacement.

New Leadership for the Bureau of Mines and Mine Safety



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 three Sunnise Coal Company's mine rescue team for excellence in rescue and procedure. Trainer 1 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. These 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...

2017 National Contest is Sept 11, 2017 at West Virginia.



Indiana Rescue Team, at state contest.



Sunnise Coal OakTown mine Rescue Team.



Late in 2016, Don "Blink" McCorkle, Assistant Commissioner of the Bureau of Mines and Mine Safety, informed me he would be retiring at the end of the year. I pleaded with him to stay.

Unsurprisingly, he chose to retire. (Retirement is, after all, a very exciting opportunity for an individual who's spent his or her life working!) He did, however, ask if I'd be interested in taking his place in leading the mining division of the Indiana Department of Labor (IDOL).

Although I enjoyed my career with the mining division, I was not keen on the idea of taking on that responsibility (at first). Prior to Blink's retirement, I served as Chief Mine Inspector for the division and was very happy serving in that role.

On December 31, 2016, Blink retired and ended his 11-year run as Assistant Commissioner of the Bureau of Mines and Mine Safety for the (IDOL). The division needed a new leader. The Bureau of Mines needed an Assistant Commissioner.

Months went by as I played the role of "interim" Assistant Commissioner while the state sought a replacement for Blink. About six months into the state's search for a new leader, it was then I realized I could best serve Indiana's miners from said position. I could take on additional responsibilities and help the Hoosier state continue forward.



CONTRIBUTOR
Steve Riley
Assistant Commissioner of the Bureau of Mines and Mine Safety

Assistant Commissioner is not a job to be taken lightly. The job involves promoting safety and health within the mining industry of Indiana, while developing good working relationships with Hoosier mine operators and miners, and the Mine Safety and Health Administration.

The Commissioner was pleased to hear that I'd take charge. "You've got the experience and you're trusted whole-heartedly," Commissioner Ruble told me. "I couldn't think of a better person for this responsibility."

It has also been my pleasure to work with our new Chief Mine Inspector Joby Johnson, a gentleman with over 20 years of experience in the mining industry and an excellent team member in our division's efforts to enhance the occupational safety and health for miners across the state.

As Assistant Commissioner, I aim to see Indiana's mines back to full production with the best occupational safety and health record in all of the United States of America. Our state has mines that need to be operating and need to be productive. There are jobs available for new miners, and our goal is to fill those positions. We will reduce mine fatalities in all states with team work, communication, and perseverance. Working side-by-side with the Mine Safety and Health Administration, we can accomplish anything. It can and will be done.



Joby Johnson
Chief Mine Inspector

We are here for the well-being of our miners, our brothers and sisters who work hard to keep Indiana lit and warm. I am proud to lead this division to accomplish that mission.

COMPLIANCE REMINDERS

The Indiana Department of Labor (IDOL) serves working Hoosiers by working cooperatively with employers, businesses, and organizations to comply with federal Occupational Safety and Health Administration (OSHA) standards and updates. As many compliance dates are upcoming, recently changed, or vary between state and federal, we'll do our best to provide frequent reminders and specifics about how and when to comply to these OSHA-regulated rules.

CONTRIBUTOR
Tony Hardman
Agency General Counsel

Indiana's Compliance Dates

Compliance dates for the State of Indiana are as listed below and their OSHA standard listings are linked via each "Rule" line. (Please note these compliance dates are not identical or interchangeable with federal OSHA compliance dates.)

DESCRIPTION	RULE	ENFORCEMENT IN INDIANA
Electronic Reporting	1904.41	Indiana is not enforcing electronic submission of any 2016 documents. Enforcement of submission of required 2017 documents will begin July 1, 2018.
Silica - Construction	1926.1153	Extended to March 26, 2018 (Except below)
	1926.1153(d)(2)(v)	Extended to December 26, 2018 (ONLY methods of sampling analysis)
Silica - General Industry	1910.1053	Late December 2018 and beyond
Walking/Working Surfaces, Fall Protection Systems	1910 Subpart D and Subpart I	All are enforced as of July 1, 2017 EXCEPT those below
	1910.30(a) & 1910.30(b)	November 9, 2017
	1910.27(b)(1)	May 9, 2018
	1910.28(b)(9)(i)(A) and 1910.28(b)(9)(i)(B)	May 9, 2019
	1910.28(b)(9)(i)(D)	May 9, 2037

- Notes: 1) The General Industry application of the new Beryllium rule will not be enforced in Indiana until at least July 2018.
2) The Construction application of the new Beryllium rule is in flux and will not be enforced in Indiana anytime soon.
3) Civil penalties have not changed in Indiana and will not until the legislature changes the current statute.

Compliance Assistance

The IDOL's consultation division, **INSafe**, provides free workplace safety and health compliance assistance services to Indiana employers. If you have further questions about Indiana's compliance dates and procedures, please feel free to schedule a consultation with INSafe at www.in.gov/dol/insafeconsultation. You may also reach our consultants either by calling (317) 232-2688 or by email at insafe@dol.in.gov. INSafe is your partner in workplace safety and health, and our staff are more than willing to help you comply with OSHA standards.

2018 GOVERNOR'S WORKPLACE SAFETY AWARDS AND EVERYDAY SAFETY HERO AWARD



The annual **Governor's Workplace Safety Awards** will be presented during the **2018 Indiana Safety and Health Conference and Expo** at the Indiana Convention Center. All award categories are open for applications, including the newly integrated "Everyday Safety Hero" Award!

Learn more and apply today at www.in.gov/dol/2934.htm



2018 INDIANA SAFETY AND HEALTH CONFERENCE & EXPO

March 12-14, 2018
Indiana Convention Center, Indianapolis

www.INSafetyConf.com

William Q. Wiehrdt

Customer Service Award

The Indiana Department of Labor (IDOL) is excited to announce the agency has been recognized by the federal Occupational Safety and Health Administration (OSHA) with the **2017 William Q. Wiehrdt (WQW) award for Customer Service.**

This is the IDOL's third WQW award for the agency's innovative customer service approach and outgoing materials. This year, OSHA recognized the IDOL's new digital publication format and subscription program.



IDOL staff Julie Alexander, Michelle Ellison, and Kirstin Gent with OSHA Region V Regional Administrator Ken Atha

Representatives from the IDOL attended the 2017 federal OSHA Region V Family Meeting in Chicago, Illinois. Regional Administrator Ken Atha presented the award to Indiana OSHA Director of Industrial Compliance Julie Alexander, Assistant Commissioner Michelle Ellison, and Marketing and Communications Assistant Manager Kirstin Gent. During the annual meeting, creators Michelle Ellison and Kirstin Gent gave a presentation about developing creative and effective digital content in the form of newsletters and other literature.

The IDOL is excited to continue developing and expanding its digital publications for Indiana workers, employers, labor organizations, safety directors and many more. As we create these materials and publish them online, we greatly encourage our readers to subscribe to receive all updates for free, directly to their email inbox. Please go to www.in.gov/dol/2366.htm to subscribe to *INdiana Labor Insider* and our annual report, *IN Review*.



IN Review
INDiana Labor
Insider

WE WANT TO HEAR FROM YOU!

Take our new survey and help us improve our digital publications, *IN Review* and *INDiana Labor Insider*! Click here or go to <http://bit.ly/2w4kTPe>.

Frequently Asked Questions Teens Working at Haunted Attractions

Q: Are there special laws in Indiana for teen workers at haunted attractions?

A: Unless the employee is working as an actor or performer at the attraction, all Indiana Child Labor laws apply, including a work permit, documenting breaks, and maintaining a compliant work shift schedule.

Q: What are legal requirements for hiring a teen "actor" for haunted attraction work?

A: The Indiana Department of Labor's interpretation of Indiana law has determined that minors acting or performing in a haunted attraction are considered actors and, as such, are exempt from many Child Labor laws. Actors and performers are not subject to hour restrictions or break requirements, and are exempt from obtaining work permits. However, minors under the age of 16 must be accompanied by a parent to all performances and rehearsals. If a parent isn't present, a worker under the age of 16 will be treated as a traditional employee and all Child Labor laws become applicable. If a minor performs any other type of work, such as taking tickets or picking up trash, they cease to be exempt as an actor and all Child Labor laws become applicable. Furthermore, if the minor's performance is found to be detrimental to the minor's health or well-being, these exemptions cease to apply. Examples of some of these detrimental duties may include jumping from a high place or operating dangerous equipment.

Q: What restrictions are there for "non-actor" teen workers at a haunted attraction?

A: While there isn't anything specific for employment at a haunted attraction, there are some important laws relating to common tasks at this kind of job. Employed minors under the age of 16 may not wear costumes or hold signs near a roadway to advertise an attraction. Furthermore, minors under 16 may not stand on a ladder, scaffold, or other similar equipment. Workers under the age of 18 are prohibited from operating powered woodworking or metal forming tools, including powered saws, sanders, drills, etc. A full list of prohibited tasks for minor employees is available at <http://in.gov/dol/2741.htm>.

Q: What breaks are required for teen workers?

A: Any employee under the age of 18 working six or more consecutive hours must receive one or two breaks totaling in at least 30 minutes. These breaks must be provided while the minor is "on the clock," and sending an employee home early will not qualify as a break. Regardless of whether these breaks are paid or unpaid, they must be documented in a break log.

Q. What if I have more questions?

A. You may contact the Indiana Bureau of Child Labor by email at childlabor@dol.in.gov or by phone at (317) 232-2655.

Contact the Indiana Bureau of Child Labor for information about training, hour restrictions, work permits, and much more by calling (317) 232-2655 or going online to www.in.gov/dol/childlabor.htm.

Follow the #IDOL on Social Media

News Releases · Event and Campaign Announcements · OSHA Updates · Seasonal Safety and Health · Teen Worker Resources Best Practices for Employers · Job Openings · And much more!
Click below to find us on [Twitter](#), [Facebook](#), & [Youtube](#)!

Remember!!
@INDeptofLabor
facebook.com/
IndianaDepartmentofLabor
youtube.com/IndianaDOL



TAKE SAFETY HOME



CAN YOU FIND ALL THE "TRICKS" AND TREATS IN THE PUMPKIN PATCH?

TRY TO FIND TWO SPIDER WEBS, THREE BATS, FOUR LEAVES, A FLASHLIGHT, TEN PIECES OF CANDY, AND PUMPKINS THAT ARE UPSIDE DOWN, PINK, FROWNY, MISSING A NOSE, AND IN LOVE!

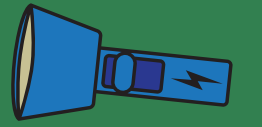


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INSafe Administrative
Coordinator

TRICK-OR-TREAT SAFETY



- KEEP COSTUMES OUT OF THE WAY OF YOUR FEET TO PREVENT FALLING OR TRIPPING.
- MASKS MAKE IT HARDER TO SEE... TRY MAKEUP INSTEAD!
- WEAR LIGHT COLORS AND REFLECTIVE CLOTHING SO THAT PASSING CARS CAN SEE YOU EASILY.
- NEVER GO TRICK-OR-TREATING ALONE! YOUNGER KIDS SHOULD GO WITH A RESPONSIBLE ADULT, "BIG KIDS" SHOULD GO IN PAIRS OR GROUPS.
- STICK TO FAMILIAR NEIGHBORHOODS OR HOMES.
- TRICK-OR-TREAT WHILE IT'S STILL LIGHT OUTSIDE. IF YOU'RE OUT AFTER DARK, BE SURE TO CARRY A FLASHLIGHT AND STAY IN WELL-LIT AREAS.
- NEVER ENTER A STRANGER'S HOME OR GET IN A CAR WITH SOMEONE YOU DON'T KNOW.
- HAVE AN ADULT CHECK YOUR TREATS BEFORE YOU EAT THEM. NEVER EAT ANY TREATS THAT ARE OPEN OR IN STRANGE WRAPPERS.
- LEARN MORE ABOUT HALLOWEEN SAFETY ON THE INDIANA STATE POLICE DEPARTMENT'S WEBSITE AT WWW.IN.GOV/ISP/2900.HTM.





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



INSAFE

SAFETY AND HEALTH CONSULTATION

www.in.gov/dol/insafeconsultation

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

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