



IN Review

INDIANA OCCUPATIONAL SAFETY AND HEALTH
AN ANNUAL PUBLICATION OF THE INDIANA DEPARTMENT OF LABOR





COMMISSIONER'S MESSAGE	4
HOOSIER OCCUPATIONAL SAFETY AND HEALTH <i>IN REVIEW</i>	5
MANUFACTURING	8
STATE AND LOCAL GOVERNMENT	9
AGRICULTURE, FORESTRY, FISHING, AND HUNTING	10
HEALTHCARE AND SOCIAL ASSISTANCE	11
TRANSPORTATION AND WAREHOUSING	12
RETAIL TRADE	13
ACCOMMODATION AND FOOD SERVICES	14
ARTS, ENTERTAINMENT, AND RECREATION	15
MINING, QUARRYING, AND OIL AND GAS EXTRACTION	16
CONSTRUCTION	17
INSHARP SPOTLIGHT: CITY OF JASPER	18
ABOUT THE ANNUAL SURVEY	20
JUST A SPARK	22
FIRE EXTINGUISHERS	24
PROTECT YOUR HEARING	26
SPRING CONDITIONS AND FALL SITUATIONS	28
WORKING DURING THE PANDEMIC	30
CONSTRUCTION TOP TEN MOST CITED STANDARDS OF 2019	32
GENERAL INDUSTRY TOP TEN MOST CITED STANDARDS OF 2019	34
NATIONAL SAFETY STAND-DOWN 2020	36
VPP AND INSHARP PARTICIPANTS	37

IN Review 2021

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COMMISSIONER'S WELCOME



Fellow Hoosiers:

The Indiana Department of Labor (IDOL) is proud to present the 2021 edition of its annual publication, *IN Review*.

The past year was filled with obstacles and unique challenges as the COVID-19 pandemic affected our personal and professional lives. Despite these trying times, Hoosiers came together to focus on doing our best for our families, friends, neighbors and coworkers. As we continue into 2021, health and safety will continue to be at the forefront of our daily endeavors and the IDOL continues to stand committed to advancing the safety, health, prosperity of all Hoosiers in the workplace.



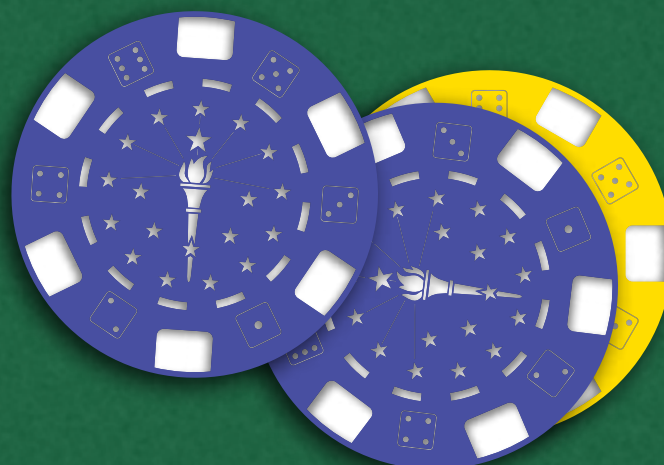
The IDOL is pleased to announce that the 2019 nonfatal occupational injury and illness rate maintained a historic low of 3.3 per 100 full-time workers. Since 1992, this rate has declined by an impressive 71 percent. However, even just one injury is too many, and there is still a great deal of work to be done.

We hope the information and articles included in this edition of *IN Review* will help guide and enhance your own worker safety and health programs.

If you have any questions concerning this publication or its data, we encourage you to contact our free workplace safety and health consultation program, INSafe, by email at insafe@dol.in.gov or by calling (317) 232-2688.

Thank you for your focus on the safety and health of Hoosier workers,

Joe B. Hoage
Commissioner of the Indiana Department of Labor

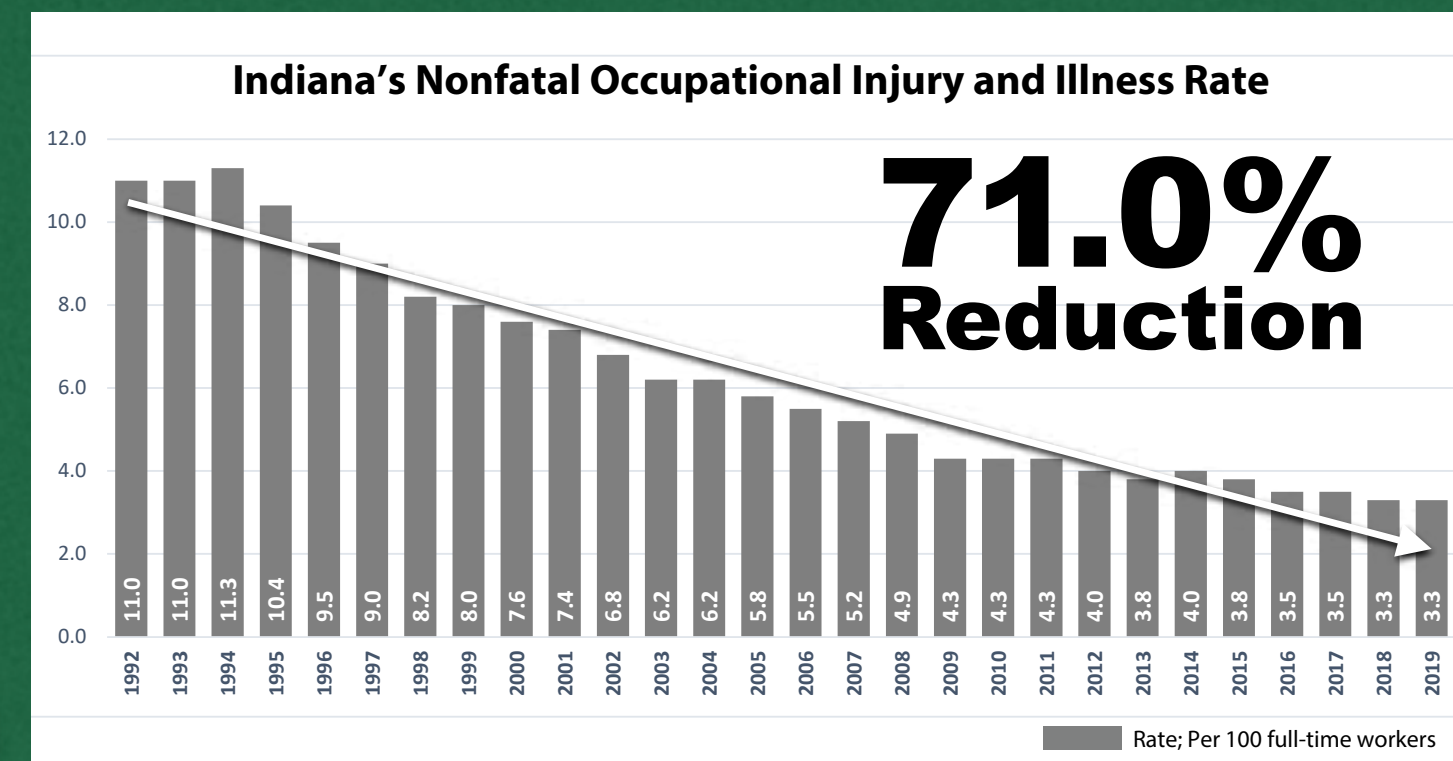


HOOSIER OCCUPATIONAL SAFETY AND HEALTH IN REVIEW

THE data used to compile this edition of *IN Review* were provided by the federal Bureau of Labor Statistics' Survey of Occupational Injuries and Illnesses (SOII) and the Census of Fatal Occupational Injuries (CFOI). Case-specific information and other data were obtained from the Indiana Occupational Safety and Health Administration's (IOSHA) case files and OSHA Express data reports.

The overall Indiana nonfatal occupational injury and illness rate for 2019 was 3.3 injuries or illnesses per 100 full-time workers. This rate includes work-related injuries and illnesses experienced by Hoosier workers that was severe enough to require medical treatment beyond first aid.

The 2019 rate ties the 2018 rate for the lowest rate in Indiana since the inception of the SOII program in 1992, and a 71 percent reduction from a high of 11.3 in 1994. In 2019, 9 of the 21 major industries in Indiana experienced a decrease in work-related injuries and illnesses.



SOME OF INDIANA'S INDUSTRIES EXPERIENCED REDUCTIONS IN THEIR RESPECTIVE INJURY AND ILLNESS RATES FOR 2019, INCLUDING:

54%

Arts, Entertainment and Recreation

11%

Manufacturing



While the state's overall nonfatal occupational injury and illness rate remained at the historic low of 3.3 nonfatal injuries and illnesses per 100 full-time workers in 2019, some Hoosier industries experienced a higher rate.

Indiana industries reporting the highest nonfatal injury and illness rates in 2019 included:

Local Government	5.3
Transportation and Warehousing	4.7
Agriculture, Forestry, Fishing, and Hunting	4.7

The Bureau of Labor Statistics (BLS) estimates that Hoosiers suffered approximately 82,900 nonfatal occupational injuries and illnesses in 2019. 18,900 (23%) of these injuries resulted in one or more days away from work, and an additional 22,200 (27%) cases resulted in days with job transfer or restriction.

Indiana industries with the highest number of nonfatal injuries and illnesses in 2019 included:

Manufacturing	20,000
Healthcare and Social Assistance	14,600
State and Local Government	12,000

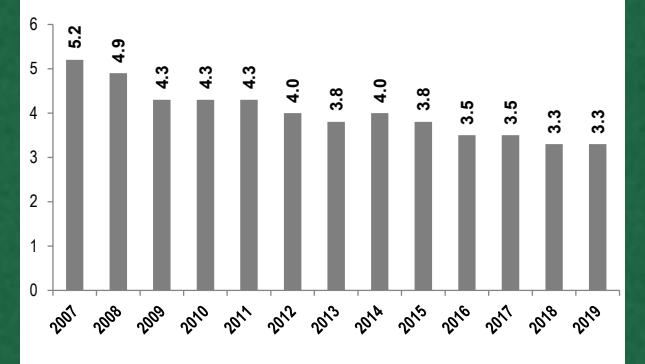
In 2019, Hoosier workplaces reported 146 worker fatalities. This represents a 27 case decrease from 2018. Indiana industries with the highest number of work-related fatalities in 2019 included:

Construction	20
Agriculture, Forestry, Fishing, and Hunting	18
Retail Trade	14

In Indiana in 2019, the leading causes of Hoosier workplace fatalities included:

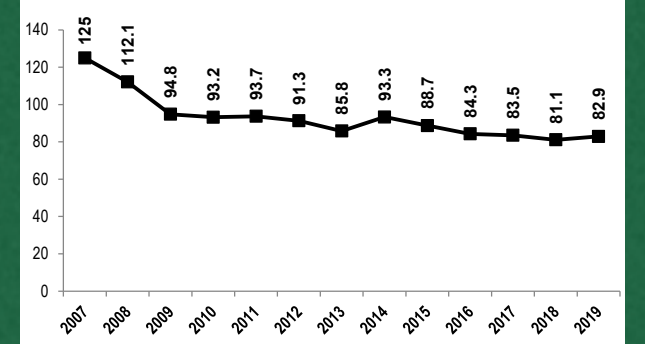
Transportation-related incidents	55
Contact with objects and equipment	24
Falls, slips, and trips	24

Indiana's Nonfatal Occupational Injury and Illness Rate



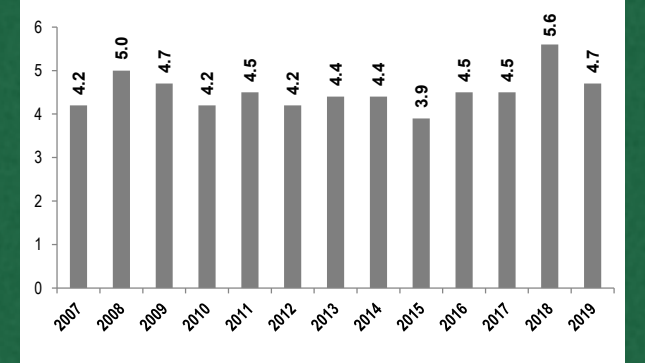
Per 100 full-time workers

Indiana's Nonfatal Occupational Injuries and Illnesses



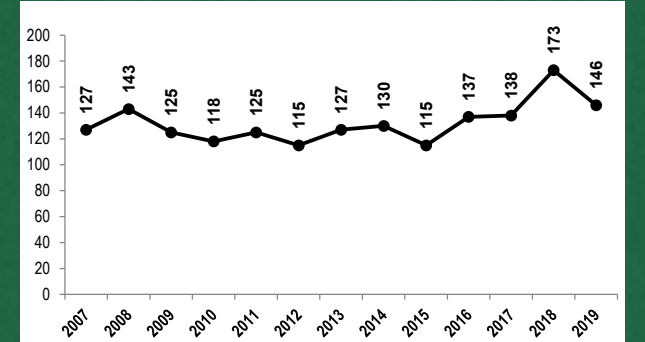
Total cases; Figures in thousands

Indiana's Fatal Occupational Injury Rate



Per 100,000 full-time workers

Indiana's Fatal Occupational Injuries



Total cases

MANUFACTURING

The 2019 nonfatal workplace injury and illness rate of 3.7 for the Hoosier manufacturing industry surpassed the 2018 historic low of 4.1 injuries and illnesses per 100 workers. The Hoosier manufacturing industry has experienced a 72 percent reduction over 20 years from the 1998 rate of 13.0.

Indiana's manufacturing industry encompasses a variety of industrial facilities including steel mills; automobile, food, chemical, and wood product manufacturers; foundries, and many others. The industry employs more Hoosier workers than any other industry in the state.

In 2019, approximately 20 percent (3,950) of the estimated 20,000 nonfatal injuries and illnesses suffered by Hoosier workers in manufacturing were severe enough to require at least one day away from work to recover. The median number of days away from work in the manufacturing industry was eight—one day less

than the 2018 median of nine. Employees who suffered from injuries resulting in days away from work were most often male (71%), Caucasian (59%), and between the ages of 45 and 54 (28%).

The most common events or exposures resulting in a work-related injury with days away from work in the manufacturing industry in 2019 included contact with objects or equipment (37%); overexertion and bodily reaction (33%); and falls, slips, and trips (22%). Common natures of injuries included sprains, strains, and tears (27%); fractures (14%); and cuts, lacerations, and punctures (12%).

Wood product manufacturing (7.3), transportation equipment manufacturing (4.4), and beverage and tobacco product manufacturing (4.3) were the top three manufacturing sub-industries in Indiana with high nonfatal workplace injury and illness rates.

STATE AND LOCAL GOVERNMENT

The State and Local Government industry is a very broad category comprised of sub-industries that include police officers; firefighters; teachers; city, county, and municipal workers; and elected officials. Some public sector occupations, such as healthcare workers at state-run hospitals, overlap private industry duties. In Indiana, the Indiana Occupational Safety and Health Administration (IOSHA) maintains jurisdiction over both private and public sector workplaces. Because of this, state and local government employees are protected by the same occupational safety and health standards, rules, and directives as private sector workers.

In 2019, the nonfatal injury and illness rate for state and local government workers increased from 3.9 injuries or illnesses per 100 workers in 2018 to 4.3.

Public sector workers suffered an estimated 12,000 occupational injuries or illnesses in 2019, 800 more than in 2018. Work groups in the state and local government sector with high worker injury and illness rates in 2019 were local hospitals (4.9); local educational services

(4.8); and justice, public order and safety activities (4.5). Sixteen percent (1,970) of the reported injuries in this sector required the injured or ill worker to miss at least one day of work to recover. The median number of missed workdays in 2019 for state and local government workers was five days—four fewer than in 2018.

More than half of the sector's injuries and illnesses requiring days away from work in 2019 were suffered by men (61%). The most frequent injuries suffered by workers in the state and local government sector were sprains, strains, and tears (31%) and soreness and pain (22%).

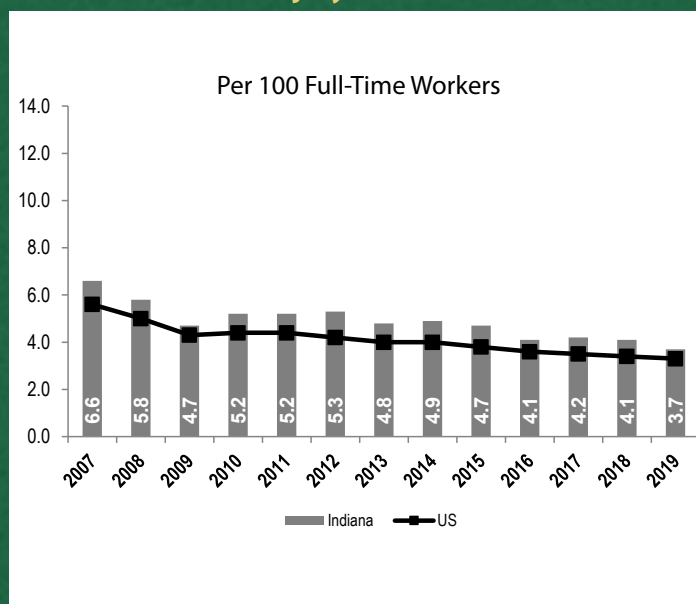
In 2019, falls, slips, and trips (35%) accounted for the most nonfatal injuries and illnesses for state and local government workers. Overexertion and bodily reaction (26%) and violence and other injuries by persons or animals (13%) were second and third, respectively.

There were five occupational fatalities in this sector in 2019.

Manufacturing Nonfatal Injury and Illness Rates and Numbers

Year	Employment	U.S.	IN	Number of Injuries and Illnesses	Number of Fatalities
2007	568,000	5.6	6.6	36,600	7
2008	538,500	5.0	5.8	30,800	18
2009	470,800	4.3	4.7	21,500	12
2010	437,600	4.4	5.2	22,800	14
2011	456,200	4.4	5.2	23,700	14
2012	DATA UNAVAILABLE	4.2	5.3	25,100	11
2013		4.0	4.8	23,000	12
2014		4.0	4.9	24,800	10
2015		3.8	4.7	23,800	12
2016		3.6	4.1	21,500	10
2017		3.5	4.2	22,100	9
2018		3.4	4.1	21,800	15
2019		3.3	3.7	20,000	14

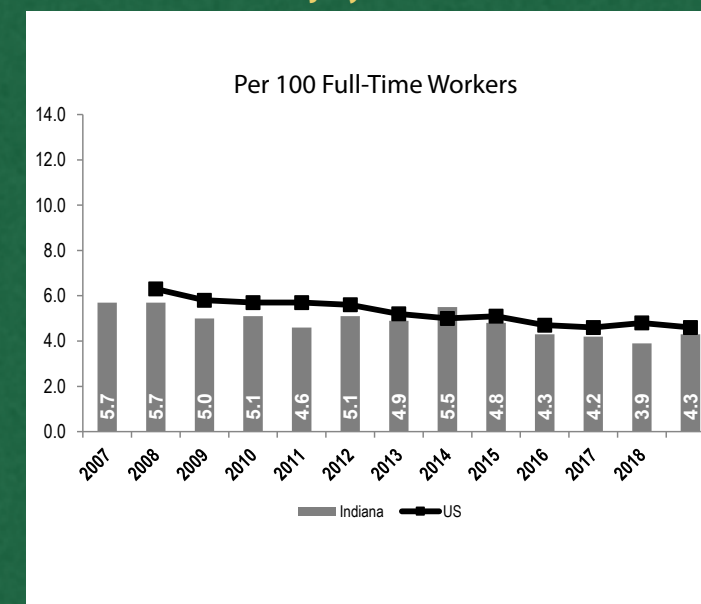
U.S. and Indiana Manufacturing Nonfatal Injury and Illness Rates



State and Local Government Nonfatal Injury and Illness Rates and Numbers

Year	Employment	U.S.	IN	Number of Injuries and Illnesses	Number of Fatalities
2007	361,200		5.7	17,100	9
2008	368,800	6.3	5.7	15,500	10
2009	371,100	5.8	5.0	15,300	6
2010	368,600	5.7	5.1	14,500	9
2011	359,400	5.7	4.6	13,500	9
2012	DATA UNAVAILABLE	5.6	5.1	13,400	8
2013		5.2	4.9	13,900	7
2014		5.0	5.5	15,800	7
2015		5.1	4.8	13,300	2
2016		4.7	4.3	12,000	6
2017		4.6	4.2	12,000	6
2018		4.8	3.9	11,200	7
2019		4.6	4.3	12,000	5

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



AGRICULTURE, FORESTRY, FISHING, AND HUNTING

The Bureau of Labor Statistics estimates that nearly five (4.7) of every 100 workers in the Hoosier agriculture, forestry, fishing, and hunting industry suffered a nonfatal work-related injury or illness in 2019. This represents a 31 percent increase from the 2018 rate of 3.6 nonfatal injuries or illnesses per 100 workers.

The animal production and aquaculture sub-industry rate was 5.2, a 21 percent increase from the 2018 rate of 4.3. Approximately 300 injuries were incurred in animal production and aquaculture, with 200 resulting in days away from work and 100 resulting in days of job transfer or restriction.

Across the entire agriculture, forestry, fishing, and hunting industry, nearly 400 of the 600 estimated nonfatal work-related injuries resulted in lost work time

or job transfer or restriction. The median number of days away from work for an injured worker in the industry in 2019 was two (2)—twelve days less than the 2018 median of fourteen (14).

The most common event or exposure resulting in an injury with days away from work in the agriculture, forestry, fishing, and hunting industry in 2019 was falls, slips, and trips (52%). Soreness and pain was the most common nature of injury with 80 injuries. The second most common nature was bruises with 50 injuries.

Despite the increase in the nonfatal injury and illness rate for agriculture, forestry, fishing, and hunting workers, the number of workplace fatalities decreased by 40 percent from 30 in 2018 to 18 in 2019.

HEALTHCARE AND SOCIAL ASSISTANCE

Healthcare workers are vital to ensuring the health and wellness of the public, but the hazards these professionals encounter are often overlooked. Nursing assistants, nurses, case managers, physicians, and other workers in the healthcare and social assistance industry often face exposure to bloodborne pathogens and biological hazards, chemical and drug exposures, respiratory hazards, ergonomic hazards from lifting and repetitive tasks, laser hazards, acts of workplace violence, and hazards associated with laboratories, radioactive material, and x-rays.

In 2019, the Hoosier healthcare and social assistance nonfatal injury and illness rate was 4.6 per 100 workers, a decrease from a rate of 4.7 in 2018. The 2019 rate is the lowest on record for this industry in state history. The national nonfatal injury and illness rate for the healthcare and social assistance industry for 2019 was 3.8. Hoosier healthcare and social assistance sub-industries with high nonfatal worker injury and illness rates in 2019 included nursing and residential care facilities (7.1), hospitals (5.8), and social assistance (3.7).

Indiana healthcare and social assistance workers experienced an estimated 14,600 nonfatal work-related injuries in 2019, with 2,450 of these injuries severe enough

to require at least one day away from work for the worker to recuperate. The median number of days away from work in the healthcare and social assistance industry in 2019 was six (6)—matching the median days logged in 2015, 2016, and 2017.

Employees who suffered injuries in the healthcare and social assistance industry requiring days away from work were most often female (84%), white (55%), and between the ages of 45 and 54 (22%). Common events or exposures resulting in an injury requiring days away from work in the healthcare and social assistance industry in 2019 included overexertion and bodily reaction (42%); falls, slips, and trips (28%); and violence by other persons or animals (12%).

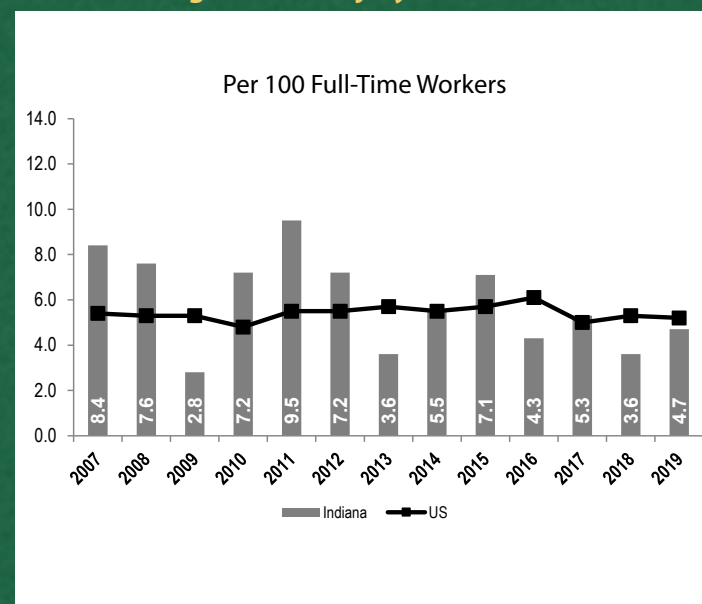
The most common natures of injuries suffered by Hoosier healthcare and social assistance workers in 2019 included sprains, strains, and tears (48%) and soreness and pain (15%). The most frequent sources of injuries were persons other than the injured worker (33%) and floors, walkways, and ground surfaces (22%).

According to the Bureau of Labor Statistics (BLS) CFOI report, there were four (4) work-related fatalities in 2019 in the Hoosier healthcare and social assistance industry.

Agriculture, Forestry, Fishing, and Hunting Nonfatal Injury and Illness Rates and Numbers

Year	Employment	U.S.	IN	Number of Injuries and Illnesses	Number of Fatalities
2007	9,200	5.4	8.4	700	22
2008	9,300	5.3	7.6	600	25
2009	9,300	5.3	2.8	300	23
2010	9,300	4.8	7.2	600	24
2011	9,700	5.5	9.5	800	16
2012	DATA UNAVAILABLE	5.5	7.2	600	16
2013	DATA UNAVAILABLE	5.7	3.6	400	18
2014	DATA UNAVAILABLE	5.5	5.5	600	28
2015	DATA UNAVAILABLE	5.7	7.1	800	23
2016	DATA UNAVAILABLE	6.1	4.3	500	33
2017	DATA UNAVAILABLE	5.0	5.3	500	28
2018	DATA UNAVAILABLE	5.3	3.6	400	30
2019	DATA UNAVAILABLE	5.2	4.7	600	18

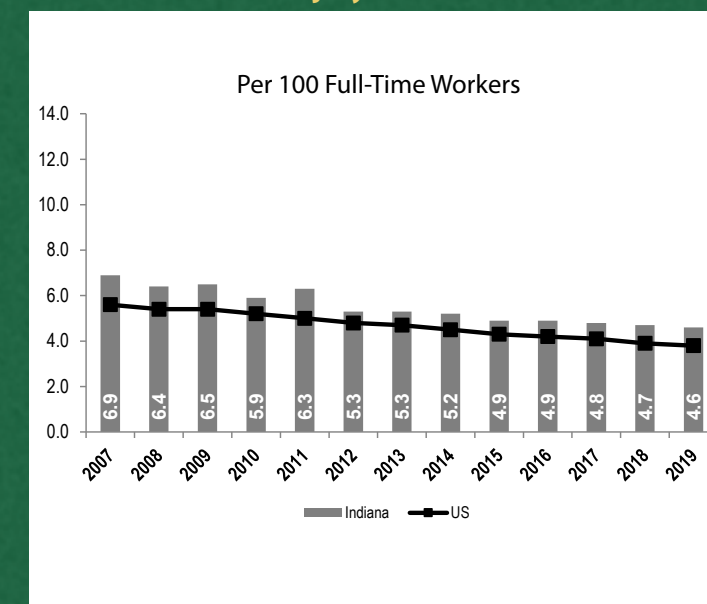
U.S. and Indiana Agriculture, Forestry, Fishing, and Hunting Nonfatal Injury and Illness Rates



Healthcare and Social Assistance Nonfatal Injury and Illness Rates and Numbers

Year	Employment	U.S.	IN	Number of Injuries and Illnesses	Number of Fatalities
2007	325,600	5.6	6.9	17,100	--
2008	332,600	5.4	6.4	16,000	5
2009	341,000	5.4	6.5	16,600	6
2010	348,100	5.2	5.9	16,200	4
2011	353,900	5.0	6.3	17,300	-
2012	DATA UNAVAILABLE	4.8	5.3	14,500	-
2013	DATA UNAVAILABLE	4.7	5.3	15,100	3
2014	DATA UNAVAILABLE	4.5	5.2	15,000	3
2015	DATA UNAVAILABLE	4.3	4.9	14,000	4
2016	DATA UNAVAILABLE	4.2	4.9	14,300	2
2017	DATA UNAVAILABLE	4.1	4.8	14,800	4
2018	DATA UNAVAILABLE	3.9	4.7	14,500	3
2019	DATA UNAVAILABLE	3.8	4.6	14,600	4

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



TRANSPORTATION AND WAREHOUSING

The 2019 nonfatal occupational injury and illness rate for Indiana’s transportation and warehousing industry was 4.7 per 100 workers. This represents a 7 percent increase from the rate of 4.4 in 2018 and a 38 percent increase from the historic low of 3.4 in 2016. Sub-industries within the transportation and warehousing industry with high nonfatal worker injury and illness rates in 2019 included couriers and messengers (8.1), warehousing and storage (5.3), and truck transportation (4.2).

In 2019, workers in the transportation and warehousing industry suffered an estimated 6,300 nonfatal injuries and illnesses. 2,240 of these injuries were severe enough to require at least one day away from work for the worker to recover, while 2,200 resulted in job transfer or restrictions. The median number of days away from work in the transportation and warehousing industry due to

an injury or illness in 2019 was 14—three days more than the 2018 median of eleven (11).

Employees who suffered injuries resulting in days away from work in the transportation and warehousing industry were most often men (75%), white (44%), and between the ages of 35-44 (27%). The most common events or exposures resulting in injuries in the transportation and warehousing industry in 2019 were falls, slips, and trips (37%); overexertion and bodily reaction (32%); and contact with objects and equipment (19%).

Injuries resulting in days away from work suffered by workers in the transportation and warehousing industry in Indiana in 2019 were most often sprains, strains, and tears (46%) and fractures (10%).

RETAIL TRADE

The retail trade industry is a major provider of goods and services, as well as a large source of employment for Hoosiers. Establishments in this industry include clothing, grocery, and convenience stores; automobile dealerships; home supply centers; and many others.

The 2019 nonfatal injury and illness rate for the retail industry is 3.5 injuries or illnesses per 100 full-time workers. The Indiana retail trade industry rate was just slightly higher than the U.S. industry rate of 3.4.

Sub-industries within the Hoosier retail trade industry with workplace injury and illness rates above the overall industry average included building material and garden equipment and supplies dealers (5.6); general merchandise stores (4.2); and clothing and clothing accessories stores (4.0).

Workers in the retail trade industry are subject to a wide variety of workplace safety and health hazards including contact with the public, working long or irregular hours, and ergonomic-related stressors from repetitive motion injuries that may be caused by excessive lifting, bending, reaching, or working on stepstools and ladders. Large scale retail sales events such as “Back-to-School” and “Black

Friday,” as well as new or exclusive product launches, can also contribute worker injuries with increased shopper volumes.

Hoosier retail trade industry workers suffered an estimated 8,500 nonfatal injuries and illnesses in 2019, with 2,200 resulting in one or more days away from work. These injured workers missed a median of six (6) days of work.

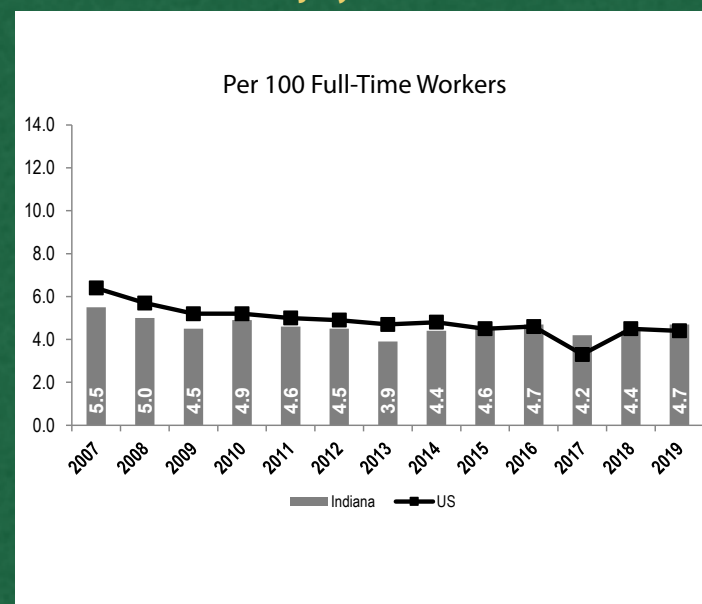
Workers who suffered injuries resulting in days away from work were most often women (53%), white (33%), and between the ages of 55 and 64 (27%). The most frequent injury-causing event was falls, slips, and trips (38%), followed by contact with objects and equipment (28%) and overexertion and bodily reaction (27%). The most common nature of injury requiring days away from work in the retail trade industry in 2019 was sprains, strains, and tears (44%). Soreness and pain comprised 12 percent.

The sources of the injuries were most often floors, walkways, and ground surfaces (25%); the injured or ill workers themselves (22%); and containers (12%). The retail trade industry experienced 14 workplace fatalities in 2019.

Transportation and Warehousing Nonfatal Injury and Illness Rates and Numbers

Year	Employment	U.S.	IN	Number of Injuries and Illnesses	Number of Fatalities
2007	110,900	6.4	5.5	6,200	31
2008	108,800	5.7	5.0	5,800	16
2009	107,200	5.2	4.5	5,200	18
2010	103,000	5.2	4.9	5,100	16
2011	106,300	5.0	4.6	4,900	25
2012	DATA UNAVAILABLE	4.9	4.5	5,000	21
2013		4.7	3.9	4,500	27
2014		4.8	4.4	5,000	13
2015		4.5	4.6	5,700	27
2016		4.6	4.7	5,700	21
2017		4.6	4.2	5,000	26
2018		4.5	4.4	6,000	27
2019		4.4	4.7	6,300	27

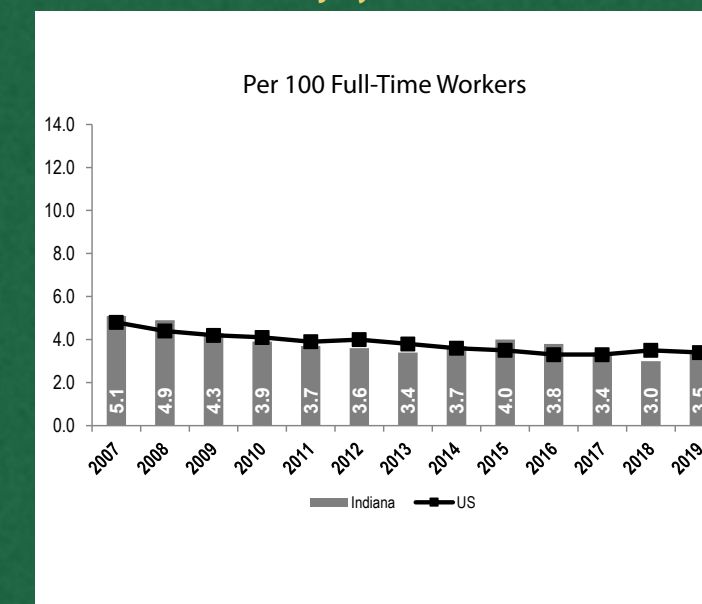
U.S. and Indiana Transportation and Warehousing Nonfatal Injury and Illness Rates



Retail Trade Nonfatal Injury and Illness Rates and Numbers

Year	Employment	U.S.	IN	Number of Injuries and Illnesses	Number of Fatalities
2007	330,900	4.8	5.1	12,500	4
2008	328,400	4.4	4.9	12,100	13
2009	316,000	4.2	4.3	10,200	9
2010	306,200	4.1	3.9	8,700	7
2011	307,200	3.9	3.7	8,500	8
2012	DATA UNAVAILABLE	4.0	3.6	8,500	7
2013		3.8	3.4	8,100	9
2014		3.6	3.7	8,700	8
2015		3.5	4.0	9,400	4
2016		3.3	3.8	9,600	11
2017		3.3	3.4	8,400	10
2018		3.5	3.0	7,200	14
2019		3.4	3.5	8,500	14

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



ACCOMMODATION AND FOOD SERVICES

Accommodation and food services is a sub-industry of the much larger leisure and hospitality industry. Hoosiers in this industry work in places such as hotels, restaurants, and vacation camps. These workers provide visitors with lodging and food and beverage services and are critical to providing the “Hoosier hospitality” that Indiana is known for delivering.

In 2019, accommodation and food service industry workers suffered an estimated 4,600 work-related injuries and illnesses that required treatment beyond first aid, approximately 1,100 of which resulted in days away from work, working restrictions, or job transfers. The 2019 nonfatal occupational injury and illness rate for the Hoosier accommodation and food services industry was 2.9. This represents a 16 percent increase from the 2018 rate of 2.5.

The median number of days an injured or ill worker in the accommodation and food services industry spent away from work was three (3) in 2019—three days less than the median of six (6) in 2018. Injured or ill workers in this industry most often suffered from sprains, strains, and tears (19%); heat (thermal) burns (18%); and fractures (15%). These injuries were most often attributed to falls, slips, and trips (41%); contact with objects and equipment (23%); and exposure to harmful substances or environments (20%).

Accommodation and food service workers who suffered injuries and illnesses resulting in days away from work were most often female (66%), white (58%), and between the ages of 25 and 34 (23%).

In 2019, five (5) workers were killed in the Hoosier accommodation and food services sub-industry.

ARTS, ENTERTAINMENT, AND RECREATION

The arts, entertainment, and recreation sub-industry is a part of the much larger leisure and hospitality industry. This sub-industry includes a vast array of establishments that operate facilities or provide services to meet the varied interests of their respective customers. The sub-industry also includes spectator sports, amusement parks, gambling venues, live performances and events, exhibits (cultural or educational), and recreation or leisure time activities.

The 2019 nonfatal occupational injury and illness rate for the Indiana arts, entertainment, and recreation sub-industry was 3.7 per 100 workers. This reflects a 35% decrease from 5.7 in 2018. Workplace safety and health hazards in this sub-industry include noise, player-to-player contact during sporting events, cleaning agents, falls from heights as well as slips and trips from ground-level placed objects, contact with objects and equipment, and workplace violence.

In raw numbers, workers in the arts, entertainment, and recreation sub-industry suffered approximately 1,000

nonfatal workplace injuries and illnesses. One hundred (100) of these injuries were severe enough to require at least one day away from work for the worker to recover.

The median number of days away from work the sub-industry in 2019 was three (3). Workers in this industry who suffered from nonfatal occupational injuries were most often male (42%) and white (50%), with workers between the ages of 25 and 34 experiencing the highest percentage of the injuries (33%).

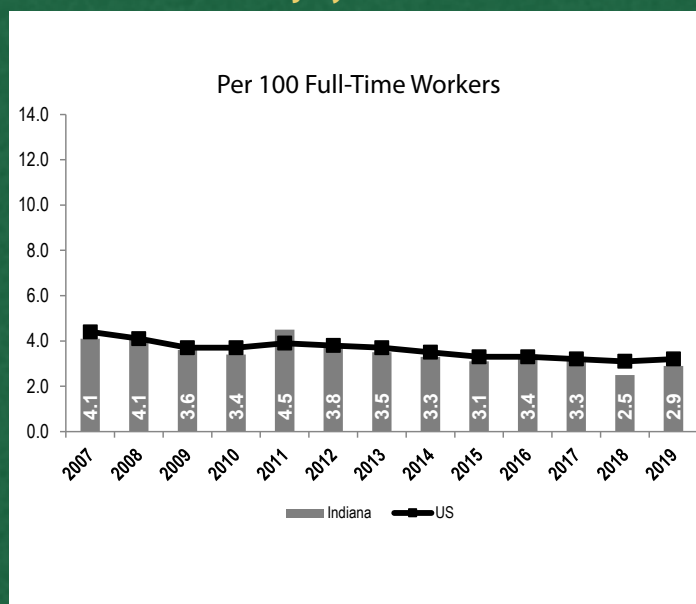
In 2019, the most common event or exposure resulting in an injury with days away from work for workers in the industry was falls, slips and trips (50%), followed by contact with objects and equipment (17%). These injuries were most often soreness and pain (33%), fractures (17%), and bruises and contusions (17%).

According to the Bureau of Labor Statistics’ (BLS) CFOI report, there were six (6) work-related deaths suffered by workers in the arts, entertainment, and recreation sub-industry in 2019.

Accommodation and Food Service Nonfatal Injury and Illness Rates and Numbers

Year	Employment	U.S.	IN	Number of Injuries and Illnesses	Number of Fatalities
2007	242,100	4.4	4.1	6,100	3
2008	244,300	4.1	4.1	5,800	3
2009	240,200	3.7	3.6	5,100	4
2010	233,700	3.7	3.4	4,800	-
2011	236,500	3.9	4.5	6,800	3
2012	DATA UNAVAILABLE	3.8	3.8	5,400	1
2013		3.7	3.5	5,300	4
2014		3.5	3.3	5,000	5
2015		3.3	3.1	4,800	7
2016		3.3	3.4	5,400	6
2017		3.2	3.3	5,200	8
2018		3.1	2.5	4,000	8
2019		3.2	2.9	4,600	5

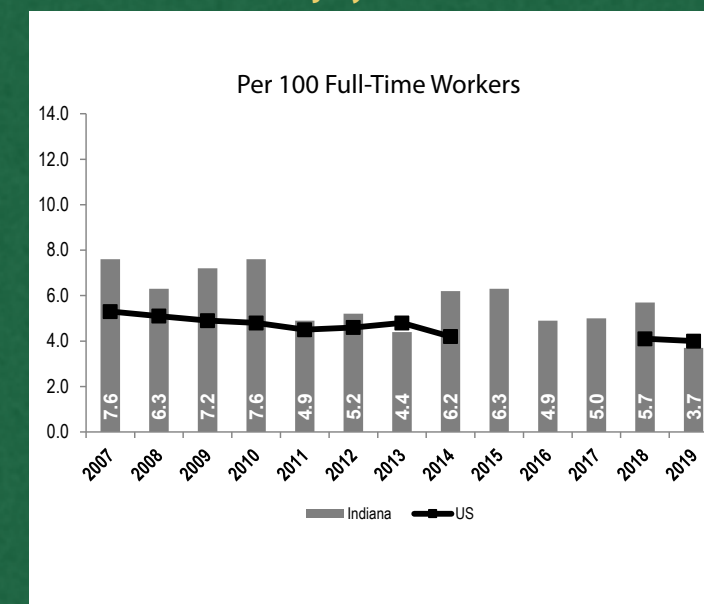
U.S. and Indiana Accommodation and Food Service Nonfatal Injury and Illness Rates



Arts, Entertainment, and Recreation Nonfatal Injury and Illness Rates and Numbers

Year	Employment	U.S.	IN	Number of Injuries and Illnesses	Number of Fatalities
2007	43,700	5.3	7.6	2,400	-
2008	43,300	5.1	6.3	1,800	6
2009	44,800	4.9	7.2	1,800	3
2010	42,300	4.8	7.6	2,000	4
2011	41,400	4.5	4.9	1,200	5
2012	DATA UNAVAILABLE	4.6	5.2	1,300	5
2013		4.8	4.4	1,100	1
2014		4.2	6.2	1,500	3
2015		6.3	1,500	-	
2016		4.9	1,200	-	
2017		5.0	1,300	-	
2018		4.1	5.7	1,600	3
2019		4.0	3.7	1,000	6

U.S. and Indiana Arts, Entertainment, and Recreation Nonfatal Injury and Illness Rates



MINING, QUARRYING, AND OIL AND GAS EXTRACTION

Indiana's mining industry helps to supply the nation with stone, gypsum and energy-rich coal for use in electricity generation, construction, cement manufacturing, and as a liquid fuel. The 2019 nonfatal occupational injury and illness rate for the Indiana mining, quarrying, and oil and gas extraction industry was 4.0 per 100 full-time workers.

Workers in the Hoosier mining, quarrying, and oil and gas extraction industry suffered approximately 300 work-related injuries and illnesses. Ninety (90) of these injuries required the worker to miss at least one day of work to recuperate. The median number of days away from work missed by injured or ill workers in the mining industry was 43—an increase of one day from the 2018 median of 42.

One hundred percent (100%) of the work-related injuries requiring days away from work in the Hoosier mining industry were suffered by men. The most common lost-time injuries suffered by workers in this industry in 2019 were sprains, strains, and tears (44%) and fractures

(22%). Frequent injury events or exposures experienced by Indiana mining industry workers in 2019 were contact with objects and equipment (44%); overexertion and bodily reaction (33%); and falls, slips and trips (22%).

As of January 2021, there are four active underground coal mines and eight surface coal mines in Indiana. There are also 9 underground mines and 151 surface mines actively producing other minerals across the state, with 80 total inactive mines that are not currently producing. While the data for the mining, quarrying, and oil and gas extraction industry includes all Hoosier mining activities—surface and underground, the Indiana Department of Labor's Bureau of Mines and Mine Safety only has jurisdiction over the underground coal mining operations and activities in the state. The coal mining sub-industry's nonfatal injury and illness rate was 2.7 injuries or illnesses per 100 full-time workers—thirty three percent (33%) below the overall state mining, quarrying, and oil and gas extraction industry rate.

CONSTRUCTION

Workers in the construction industry perform a number of varied duties and are exposed to many occupational hazards including falls from elevated workplaces, working with machinery and chemicals, electrical shock, and motor vehicle traffic on the roadways. Carpenters, painters, pipe layers, masons, heavy equipment operators, estimators, and engineers are a few of the job categories found within the construction industry.

The 2019 nonfatal occupational injury and illness rate for the construction industry was 2.7 injuries or illnesses per 100 full-time workers. This was a slight increase from the 2018 rate of 2.6. The sub-industry in construction with the highest nonfatal worker injury and illness rate in 2019 was specialty trade contractors (2.7). The rate for heavy and civil engineering construction was 2.6, and the rate for construction of buildings was 2.6.

In 2019, Hoosier construction workers experienced approximately 1,200 injuries severe enough to require at least one day away from work for the worker to

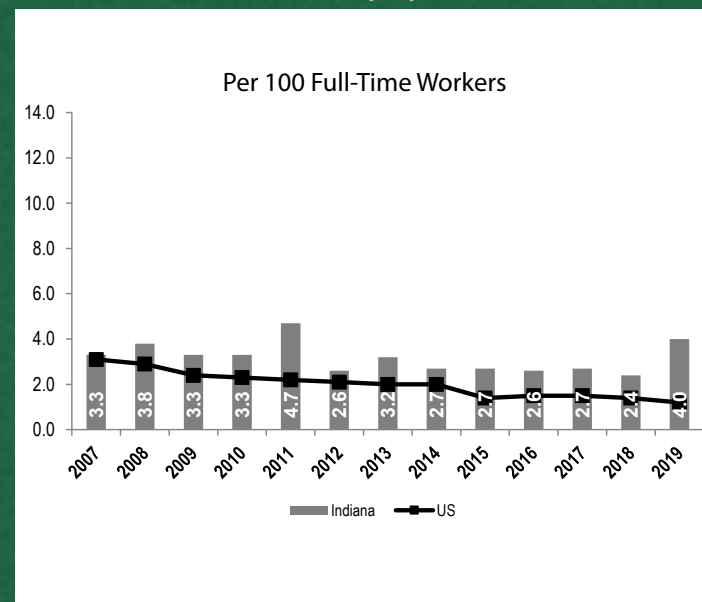
rehabilitate. The median number of days away from work in the construction industry in 2019 was six (6)—an increase of three days from the 2018 median of 3 days. The specialty trade contractors sub-industry experienced the highest number of injuries resulting in days away from work (800). Employees who suffered injuries resulting in days away from work were most often male (98%), white (72%), and between the ages of 25 and 34 (28%). Common events or exposures in 2019 that resulted in an injury or illness with days away from work in the construction industry included contact with objects or equipment (35%), falls, slips, and trips (32%), and overexertion and bodily reaction (22%). Frequent natures of injuries in the industry in 2019 were sprains strains and tears (21%), fractures (21%), and cuts, lacerations and punctures (21%).

In 2019, there were 20 workplace deaths in the Hoosier construction industry, the highest of any Hoosier industry.

Mining, Quarrying, and Oil and Gas Extraction Nonfatal Injury and Illness Rates and Numbers

Year	Employment	U.S.	IN	Number of Injuries and Illnesses	Number of Fatalities
2007	6,600	3.1	3.3	200	-
2008	6,400	2.9	3.8	300	-
2009	6,400	2.4	3.3	200	-
2010	6,400	2.3	3.3	200	-
2011	6,400	2.2	4.7	300	-
2012	DATA UNAVAILABLE	2.1	2.6	200	-
2013	DATA UNAVAILABLE	2.0	3.2	200	1
2014	DATA UNAVAILABLE	2.0	2.7	200	1
2015	DATA UNAVAILABLE	1.4	2.7	200	-
2016	DATA UNAVAILABLE	1.5	2.6	200	-
2017	DATA UNAVAILABLE	1.5	2.7	200	-
2018	DATA UNAVAILABLE	1.4	2.4	200	2
2019	DATA UNAVAILABLE	1.2	4.0	300	-

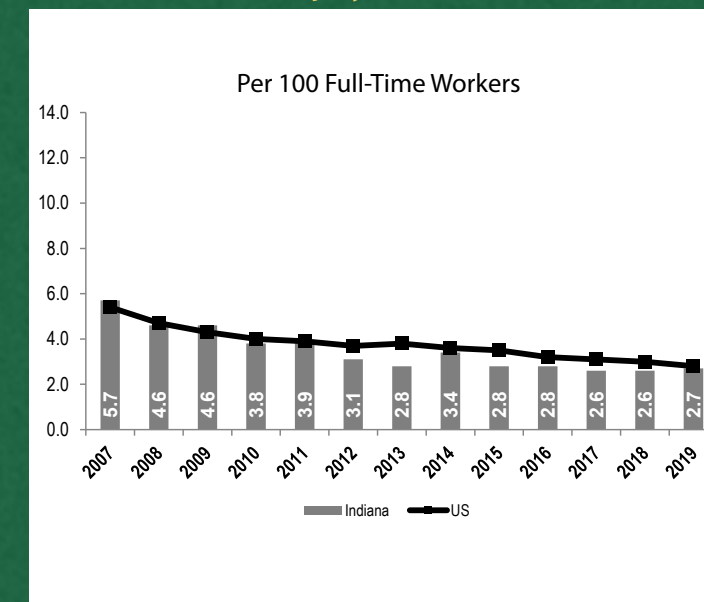
U.S. and Indiana Mining, Quarrying, and Oil and Gas Extraction Nonfatal Injury and Illness Rates

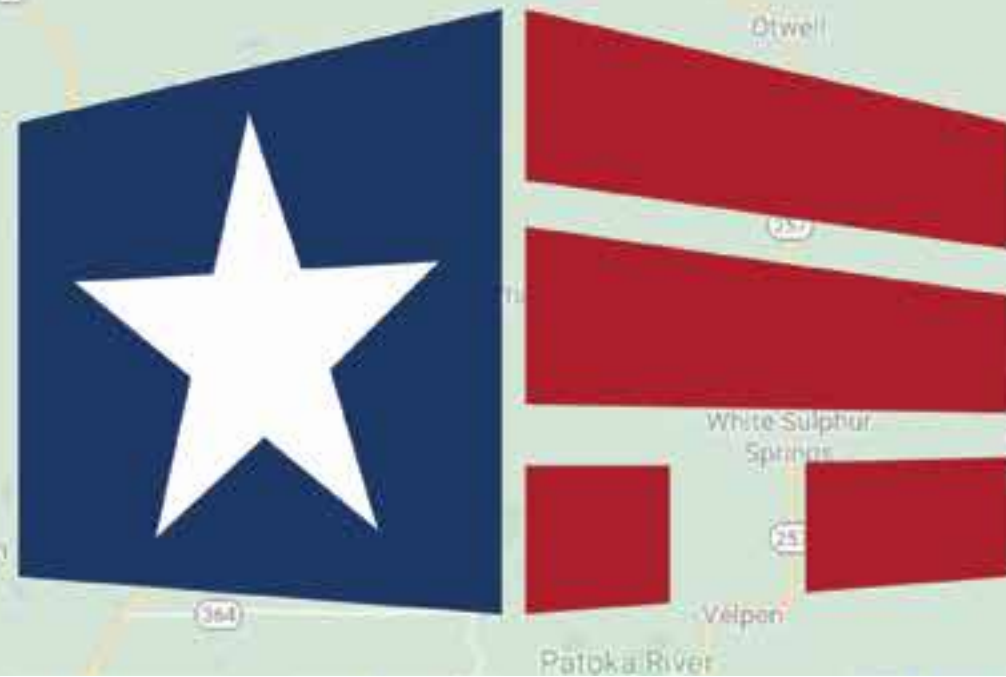


Construction Nonfatal Injury and Illness Rates and Numbers

Year	Employment	U.S.	IN	Number of Injuries and Illnesses	Number of Fatalities
2007	153,100	5.4	5.7	7,700	21
2008	151,600	4.7	4.6	6,300	20
2009	135,300	4.3	4.6	5,600	17
2010	117,600	4.0	3.8	4,000	16
2011	119,100	3.9	3.9	4,300	19
2012	DATA UNAVAILABLE	3.7	3.1	3,600	20
2013	DATA UNAVAILABLE	3.8	2.8	3,000	15
2014	DATA UNAVAILABLE	3.6	3.4	3,700	18
2015	DATA UNAVAILABLE	3.5	2.8	3,400	11
2016	DATA UNAVAILABLE	3.2	2.8	3,600	14
2017	DATA UNAVAILABLE	3.1	2.6	3,400	14
2018	DATA UNAVAILABLE	3.0	2.6	3,400	31
2019	DATA UNAVAILABLE	2.8	2.7	3,700	21

U.S. and Indiana Construction Nonfatal Injury and Illness Rates





INSHARP SPOTLIGHT:

City of Jasper



When did the City of Jasper first become interested in the Indiana Safety and Health Achievement Recognition Program (INSHARP)?

In 1993, the city hired its first personnel/safety/loss control (PSLC) director and initiated the start-up of its safety and health program. After being contacted by the Indiana Department of Labor shortly after start-up, the city elected to participate in their safety and health consultation services, now known as INSafe. This began a powerful partnership in building an exceptional safety and health program which has continued, uninterrupted, to present.

What was the safety culture like before pursuing INSHARP status through the IDOL?

There were no safety policies, procedures, or guidelines in place for the employees prior to the startup in 1993. Elected officials, and management personnel felt a need for and rallied for an implementation of a new department. The PSLC department was created to bring the City of Jasper into compliance with the law and to promote and provide safety and health for its employees. With the full support of all elected officials, an ordinance was passed creating the new department.

How did you “sell” INSHARP to your teams?

Selling of INSHARP was not necessary. Elected officials, management personnel, and employees embraced INSHARP to assist the city in creating an excellent work environment for all employees. Becoming a prestigious INSHARP participant gave the employees a sense of empowerment and ownership in the overall safety program.

Why INSHARP?

Early in the development of the safety program, the city’s safety director worked closely with INSafe to create the city’s first safety and health manual, thus establishing the city’s first safety program. Utilizing the expertise of INSafe’s hygienists and engineers was especially important. The guidance and knowledge of the IDOL consultants provided the city with unmeasurable technical support in safety training and worksite safety enhancement. INSafe has always been considered a partner with the City of Jasper in supporting employee safety and health. Looking to make it even better, we determined entry into the IDOL’s INSHARP Program was a way to raise the level of safety awareness in the city’s safety program. INSHARP was the driving force in obtaining that high level of excellence in employee workplace safety. Through the efforts of all employees, in 2007 Jasper’s PSLC department received the Governor’s Workplace Safety Award for Education and Outreach.

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What has been the biggest challenge to maintaining INSHARP status?

We try to minimize our challenges, but for the City of Jasper I would say complacency is one for us. Working through cooperative efforts among leadership and employees, we have been doing things one way for so long without incident and we assume there can never be an incident. Our safe operating procedures must be effective because, until now, there have been no issues. It is the classic, “I’ve been doing it this way for 10-15 years, and nothing has ever happened to me.”

How has the City of Jasper been able to overcome those challenges?

The city’s safety committee is a crucial part of our equation to overcome this challenge. Our committee recognizes fighting complacency is a team effort and will step up to lead “safety talks.” They might have to do a safety analysis of the equipment/process or request additional training for their department if they feel the need is there. Another improvement leadership has taken is talking about hazards we are faced with every day. Morning meetings have been very effective for us. The meetings allow our teams to bring safety to the attention of everyone’s minds first thing in the morning each and every day. They discuss safety concerns that came up from yesterday’s workday and what issues they might be faced with today.

What has been the City of Jasper’s biggest “win” in the pursuit of occupational safety and health?

The biggest win is our employees, their families and the City of Jasper as a whole. Internally, we have created a culture of providing not only all employees with a safe place to work but are committed to protecting the safety, health and well-being of all citizens and visitors to our city. As we improve our work environments and educate as a city, we are seeing how safety “wins” in increasing employee morale and efficiency.

Why is maintaining INSHARP status important to you?

This is probably the easiest question to answer for me. INSHARP shows to our employees, prospects and citizens that the health and safety of our employees is number one. All the work that is put in and the collaboration with INSafe is keeping our team safe. We talk to our employees about how their actions and behaviors impact the city but their commitment to safety impacts themselves, their families and co-workers. This status really inspires confidence in our program and employees that we continuously improve to keep our people and worksites as safe as possible.

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ABOUT THE ANNUAL SURVEY



We already report Occupational Safety and Health Administration (OSHA) data electronically to federal OSHA each year. Isn't the Survey of Occupational Injuries and Illnesses (SOII) the same thing?

A: No. OSHA's electronic reporting requirements do not change the requirements for completing the SOII. At the present time, data reported to federal OSHA must be reported separately from data reported to the United States Department of Labor's Bureau of Labor Statistics (BLS). BLS recognizes that, in some cases, employers will be required to report information to both OSHA and BLS, and will continue efforts to make the submission process as convenient as possible. More information on reporting data for federal OSHA's Injury Tracking Application is available at www.osha.gov/injuryreporting. More information on which employers are required to report data for federal OSHA is also available at this site.

Can we submit data to only BLS or OSHA?

A: No. If you receive a mandatory survey from BLS and are required to provide information to OSHA, you must submit your data to both agencies. Each agency has its own website with different user IDs and passwords.

Will BLS use OSHA-collected data for the SOII?

A: Data collected by OSHA do not currently meet BLS requirements for producing accurate and statistically valid estimates. Additional research is necessary to determine if or how BLS may be able to utilize data collected by OSHA. BLS is currently evaluating methodologies that may allow for use of OSHA-collected data in the future as a way to minimize reporting burden.

Is my response to this survey mandatory?

A: OSHA mandates participation by private sector employers. OSHA's recordkeeping advisor explains some of the regulations that apply. In Indiana, state and local government employers are also required to participate in the survey. State and local government employers in Indiana are also required to maintain OSHA records. If your business does not have OSHA forms, they can be downloaded for free from federal OSHA's website at www.osha.gov/recordkeeping/RKforms.html.

Why have I been chosen to participate in this survey?

A: You were randomly selected as part of a probability survey of about 230,000 establishments across the entire country. The establishments selected for this survey were separated into groups according to their location, industry, and number of employees to form a representative sample for the nation and each participating state. All employers

that are selected for the survey are sent a Notice of Recordkeeping Requirements for the Survey of Occupational Injuries and Illnesses which is mailed in December prior to the year for which the records are to be kept. With this notice, BLS includes a letter and an OSHA forms packet.

Is the information I provide confidential?

A: Yes! Your information and identity are kept in strict confidence in accordance with Bureau of Labor Statistics Data Integrity Guidelines, and used for statistical purposes only. More information on BLS data integrity can be found at https://www.bls.gov/bls/data_integrity.htm.

How are my data used?

A: Your information is used to provide detailed statistics on occupational injuries and workplace safety to academia, researchers, companies, advocacy groups, and the general public. More information about the program can be found at <https://www.bls.gov/iif/oshover.htm>.

How can I submit my information?

A: Online, by phone, by fax, by electronic file, or by ground mail. Instructions for how to submit information online can be found at www.bls.gov/respondents/iif/instructions.htm. You may call the phone number listed on the front of your survey packet, next to "For Help Call." Forms to fax information for Indiana employers can be found at www.bls.gov/respondents/iif/forms/fax/in_2019.pdf. To file electronically, you can contact BLS by emailing osh.helpdesk@bls.gov. (Generally, large companies with multiple locations in the SOII would benefit most from this type of submission.) You may also utilize ground mail by sending your completed survey form to the state address listed on your survey instructions.

When does the survey need to be completed?

A: Data should be submitted within 30 calendar days of receiving your survey instructions, which are usually mailed in early January following the year for which we are requesting records (e.g., 2021 data will be requested in January 2022).

Additional information about survey forms, completing the survey, submitting it, and much more are available online at <https://www.bls.gov/respondents/iif/faqs.htm>. You may also call the phone number next to, "For Help Call," on the front of the instructions form your business or organization received in the mail.

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JUST A SPARK



FIRES attributed to electrical defects or failures occur each year in homes and workplaces. Many of these fires result from cord- and plug-connected equipment. These failures are often from loose receptacles, worn cords, overloading equipment and outlets, not using the equipment properly or as it is intended to be used, or unsafe installation. Hundreds of people are killed each year by contact with live electrical conductors or from ungrounded parts of cord- and plug-connected equipment. The proper use of cord- and plug-connected equipment is essential and by following the procedures below, electrical and fire hazards related to such equipment can be reduced and/or eliminated.

Receptacle Outlets

- Check your receptacle outlets. When you plug something in, does the plug want to fall out or is it loose? If so, you need to replace the receptacle. Loose contacts in the receptacle causes heat and arcing resulting in fires. All cord- and plug-connected equipment when plugged into a receptacle outlet should fit tight and not be loose.
- Do not overload outlets. Overloading an outlet leads to excessive heat and can cause a fire. Receptacle outlets are often overloaded with too many high-wattage appliances being energized from a single receptacle outlet. Know the wattages or amps of the appliances or equipment you are using (they can be found on the nameplate of the device).
- Make sure receptacle outlets are grounded to protect from electrical shock. If old two-wire receptacles are present, install a new circuit cable with a ground wire back to the electrical panel and if installing new wiring is not feasible, replace the two-wire receptacle with GFCI (ground fault circuit interrupter) receptacle. This will protect from electrical shock if there is a ground fault in the cord and plug appliance or system.
- The National Electric Code requires GFCI outlets in kitchens, bathrooms, outdoors, unfinished basements, laundry areas, garages, temporary wiring, and many other places in dwelling and non-dwelling areas.
- Make sure cover plates are in place. The face plate not only serves to enclose the termination screws on the receptacle but also contains any arcing or sparking inside the receptacle box.

Relocatable Power Taps (RPT) or Power Strips

It seems relocatable power taps (power strips) are used everywhere and are often used in a manner which is unsafe. Coffee pots, microwaves, crock pots, space heaters, and other equipment are plugged into these devices in employee breakrooms and workplaces. In homes, multiple hair dryers, curling irons, or other appliances and tools are all plugged into power strips. By doing so, these devices are overloaded with too much current which causes heat leading to deterioration and possibly a fire. These devices are normally rated for small or low amperage loads which do not require

much power such as computers, monitors, televisions, and other electronic devices and should not be used with microwave ovens, hair dryers, coffee pots, space heaters, portable electric tools, and other higher amperage or high wattage cord- and plug-connected equipment.

- Do not overload a power strip. Overloading with too much current can cause heat, possibly leading to a fire.
- If you are using several “power strips” then it is time to add permanent receptacle outlets .
- Do not daisy chain relocatable power taps (plugging one into another) or use with extension cords.
- Use only RPT’s which have been listed by a nationally recognized testing laboratory such as UL.
- Use only indoors.
- Do not permanently secure to building walls, tables, or desks.

Extension Cords and Cord Safety

Use extension cords only when necessary. OSHA doesn’t allow extension cords to be used as a substitute for fixed wiring. Extension cords are often secured in place with tie wraps, staples or other devices, to energize a power strip or just simply being used to provide another source for energizing plug and cord connected equipment. Extension cords are for temporary use only. If you are using several extension cords to power cord- and plug-connected equipment and appliances, you need to install more permanent receptacle outlets.

- Check for damage and worn or frayed areas in the cord.
- Always plug an extension cord into a GFCI outlet or use a portable GFCI outlet.
- Do not daisy chain extension cords, plugging one into another.
- Make sure attachment plugs of the cord are secured to the cord and offer good strain relief at the plugs.
- Don’t splice extension cords.
- Only use extension cords for temporary use and not as a substitute for fixed wiring.
- Use the correct size extension cord. The size or gauge of the conductors determine the current carrying capacity of the cord and using a light gauge extension cord with higher amperage loads can overload the cord producing a lot of heat possibly resulting in fire. Heavier gauged extension cords should be used with higher amperage cord- and plug-connected equipment. The tool or appliance ampere rating should not exceed the cord ampere rating.
- Protect extension cords from physical damage and don’t run under rugs or other items or through doorways, windows or other pinch points.
- Don’t plug several cord- and plug-connected equipment tools and appliances into one extension cord using a multi-tap adapter or power strip.
- Use three-wire extension cords and do not remove the ground pin.

Cord and Plug Equipment

- Overloading equipment and conductors are major causes of electrical fires. Circuit breakers or fuses should protect the circuit from overcurrent, but old circuit breakers, worn contacts, and the misuse of the equipment over time results in deterioration leading to resistance causing heat and a fire can eventually start. Look at your cord- and plug-connected appliances and tools to determine the total amperage or wattage and do not exceed the circuit, cord, or power strip rated amperage.
- If the equipment is equipped with a three-wire attachment plug, NEVER break the ground pin off to install in a two-wire receptacle or cord. By doing so eliminates the path back to ground and could result in electrical shock
- Inspect the attachment cord of all cord- and plug-connected equipment to ensure there are no worn or frayed areas in the cord.
- Check to make sure there are no burnt or melted areas in receptacles, cords, or attachments plugs and check if the cord or plug gets warm or hot when in use.
- Don’t cover appliance or tool attachment cords with rugs, carpet, or other mats.
- Energize high wattage or amperage equipment directly from a permanent receptacle outlet and do not use with extension cords or power strips.





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ODDS are, you've seen a fire extinguisher in just about every place of business, building, or worksite you've been to. You don't pay much attention to it, but it's comforting to be aware of its presence. The reality is that this quiet asset could be the difference between life and death, or between small incident and disaster. Fire extinguishers are needed to protect lives and/or prevent property damage. Employers should never be caught without knowledge of using, inspecting, and maintaining fire hazard protection systems.

The Purpose

Any fire has three elements present: fuel, heat, and oxygen. **Fire extinguishers are designed to eliminate at least one of these elements, eliminating the fire.** There are four different classes of fire:

	Class A Extinguishers	For use on products that leave an ash; such as wood, paper, rubber, fabrics, and some plastics
	Class B Extinguishers	For use on a flammable liquid; such as gasoline, oil, paint, lacquer, and tar
	Class C Extinguishers	For use on an electrical fire; including live electrical equipment
	Class D Extinguishers	For use on combustible metals and combustible metal alloys

Additionally, a Class K Extinguisher is used for fires in while using cooking media, such as vegetable or animal oils and fats.

The employer or organization's production process will determine the type(s) of extinguisher(s) needed on-site. As described previously in the chart, fire extinguishers will be labeled as to what kind of fire they can extinguish. For example, an ABC labeled fire extinguisher can be used on any materials under types A, B, or C. A typical 20-pound ABC extinguisher will provide coverage at the base of the fire for about one minute, when in service.

Fire extinguishers must be mounted on a wall no more than five (5) feet high from the top of the extinguisher to the floor, and no less than four (4) inches from the floor to the bottom of the extinguisher. Spacing of the extinguisher is specified in OSHA standards.

Using the Fire Extinguisher

P.A.S.S.

Pull the pin

Aim the nozzle at the base of the fire

Squeeze the handle

Sweep side-to-side at the base of the fire

OSHA standards can be difficult to interpret, but covering the fundamentals is relatively simple and important. OSHA standards do not require the entire extinguisher to be emptied as part of training. If your company procedures for handling a fire state, "Employees are not to use the fire extinguisher and must evacuate immediately," you are not required to train employees in using the fire extinguisher. However, you are required to maintain the firefighting equipment and systems. It must be ready for an emergency.

Employees must perform monthly visual inspections of each fire extinguisher. Hang tags are signed off each month as evidence of the inspection completion. An annual fire extinguisher inspection must be done by a qualified company or organization. Annual and biannual inspections are required on fire alarm systems.

When putting out fires using an extinguisher, you should maintain a distance of three- to five-feet for best results, again aiming at the base of the fire. If the fire does not go out, consider using a second extinguisher or evacuating. For fires that are not possible to eliminate with on-site equipment, call 911 for a fire department's assistance.

Emergency drills are also extremely important for on-site employees. All organizations and businesses should have a written emergency response plan for fire evacuation, as necessary. Training employees on this plan will be vital to a well-prepared workplace safety and health culture.

More Assistance

If you would like additional assistance in building or enhancing your workplace fire response program, INSafe can help to identify gaps or missing elements that will protect your team. You can reach INSafe by calling (317) 232-2688 or by emailing insafe@dol.in.gov.

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PROTECT YOUR HEARING

OCCUPATIONAL hearing loss is prevalent in many manufacturing and construction industries, but is preventable once a company identifies sources of excessive noise exposure and develops and implements an effective hearing conservation program. The National Institute for Occupational Safety and Health (NIOSH) estimates that 22 million workers in the United States are exposed to excessive noise levels while working each year. According to the BLS, hearing loss is the most commonly reported workplace illness in manufacturing, accounting for over 11 percent of all manufacturing-related illnesses. Excessive noise levels could cause permanent hearing loss, physical and psychological stress, and reduced productivity in workers.

Hearing Loss

Hearing loss can be either conductive or sensorineural or a combination of the two.

- **Conductive** - hearing loss resulting from any condition in the outer or middle ear that interferes with sound passing to the inner ear. Conductive hearing loss is not common in an occupational exposure. E.g., excessive ear wax, ruptured ear drum.
- **Sensorineural** - hearing loss which can't usually be treated medically or surgically. Associated with irreversible damage to the inner ear. More common in an occupational exposure. E.g., aging process, excessive noise exposure.

Occupational Noise Standards

OSHA has developed regulations for workers exposed to excessive noise levels in their workplace. Within Occupational Noise Exposure standard, 1910.95, for general industry and 1926.52, for construction, establish permissible exposure limits (PEL) to which employees may be exposed to excessive noise levels, require the use of administrative and engineering controls to reduce employee exposures to excessive noise, and require the development and implementation of an effective hearing conservation program. OSHA has established an action level to which employees may be exposed for an eight-hour (8) time weighted average (TWA) as well as the PEL. The action level is 85 dB for an eight-hour (8) TWA and the PEL is 90 dB for an eight-hour (8) TWA.

Determining Noise Levels

Noise monitoring is conducted to determine whether employees are being exposed above the action level and the PEL. OSHA requires that employers monitor noise levels to accurately identify employees who may be exposed at or in excess of the action level of 85 dB. Noise monitoring equipment may include noise dosimeters and sound level meters.

Noise dosimeters are used to determine an employee's exposure when the sound levels may vary throughout the day. Employees wear the dosimeters near their ears, typically on their shoulders, for several hours to determine if the employee is being exposed above the action level and the PEL. Sound level meters take sound level readings at the moment that the meter is being used. Sound level meters may be used when a noise source is fairly constant throughout the work shift.

Hierarchy of Noise Controls

- **Administrative Controls** - administrative controls may not prove to be very effective. Sometimes, activities such as job rotation may expose more employees to excessive noise levels. Administrative controls that may be effective may include acoustically treating break areas and lunchrooms, increase distance between workers and noise sources, and creating policies to conduct preventative maintenance on equipment that may reduce noise levels.
- **Engineering Controls** - engineering the excessive noise out of the process may be the most effective method to reduce worker exposures. Methods such as noise dampening materials for machinery, substituting equipment with equipment designed to reduce excessive noise levels, and using pneumatic and compressed silencers may reduce noise to acceptable levels.
- **Personal Protective Equipment** - hearing protection may be required when employees are exposed above the action level of 85 dB or the PEL of 90 dB.

Hearing Conservation Program

A written hearing conservation program is required when an employee's eight-hour (8) TWA exceeds the action level of 85 dB. The following are the main components of an effective hearing conservation program:

- Noise monitoring to identify employees who may be exposed above the action level.
- Baseline audiometric testing is required within six months of an employee's exposure above 85 dB and an annual audiogram for all employees exposed above 85 dB after the baseline.
- Provide hearing protection for employees exposed above the action level of 85 dB.
- Require employees wear hearing protection when the employee's exposure exceeds 90 dB for an eight-hour (8) TWA and when employees are exposed above 85 dB and not yet had a baseline audiogram.
- Conduct annual training on the hazardous effects of excessive occupational noise exposure, the purpose of wearing hearing protection, and the selection, care, and fitting of hearing protection.

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↑ SPRING CONDITIONS and FALL SITUATIONS ↓

SPRING time brings a variety of weather challenges, including increased winds and driving rains. These weather conditions can have a direct impact on injuries in the workplace, especially those due to slips, trips and falls.

Trips Happen

Many employers can attest to incidents similar to these hypothetical — but common — examples:

- The day starts with heavy rain and fog. An employee gets out of their car to walk into work and does not notice a pothole in the parking lot because it is now filled with water. The employee steps into the pothole and injures themselves, possibly twisting their ankle, resulting in a sprain or worse.
- The dock door was opened to prepare to receive goods. A heavy wind and rain starts to enter the dock area causing the floor to become wet and slick. A worker on the dock turns a corner and starts to hydroplane on the floor on the wet floor, resulting in multiple potentially serious injuries.
- An employee is tasked with getting wooden pallets from the back lot and slips in the mud next to the stack. The employee twists and falls.

Situations like these can result in injuries that are both serious and recordable to the OSHA. The resulting restriction, time away or transfer has a direct impact on the efficiency of your business and team.

Proactive Protection

Attempting to control the wind and rain isn't an option. However, there are some precautions that may help reduce and/or eliminate risks of incident and injury in the workplace.

- Remind employees to pay attention while walking in parking lots. Utilize signage to warn employees of areas that are under



construction or may have hazardous conditions.

- Encourage employees to report any and all hazardous conditions found in parking lots, walking paths, common areas, etc. and plan to have them repaired as quickly as possible.
- Develop a policy that prevents the opening of dock doors until the trailer has been backed into the dock and secured. Again, signage will help, but employees should be trained and efficient in all company policies for safety.
- All materials brought in from the outside should be placed on solid surfaces and away from muddy conditions.
- Attend to and repair any roof leaks that may create wet aisles as soon as practical. Again, utilize caution signs until the issue is fixed and ensure all staff are aware of the hazards. Containment of the leaks and regularly mopping for over-splash is a proactive step.

Thinking Ahead

Anticipation of the on-set of spring is the proactive approach that employers need to take on. Consider what conditions may occur in your workplace based on your specific walking paths, working areas, common areas, etc. Develop thorough training programs for new hires, reminder training for ongoing staff, and workplace policies before they are needed – not after. Analyze your injury reports to see if there are particular areas where slips, trips and falls are more likely to occur and use the information to focus on injury reduction.

More Information

Some employers need an extra set of eyes or an outside perspective to help identify hazards and gaps in their safety programs. **INSafe** is a consultation and education division of the Indiana Department of Labor which provides voluntary compliance assistance to Hoosier employers. If you'd like assistance enhancing your workplace safety and health programs, contact INSafe by calling (317) 232-2688 or emailing insafe@dol.in.gov. Services are confidential and cost-free.

CONTRIBUTOR
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INSafe Safety and Health
Consultant



Working During the Pandemic

THE COVID-19 pandemic has changed nearly every aspect of our lives. The world is different in so many ways, and the impact on the business community has been immense. Many businesses have closed or reduced their staffing. People are finding themselves without jobs or income. As of January 2021, BLS reports that 14.8 million people nationwide were unable to work due to work closures or lost business during the pandemic.

Employers have tried a variety of strategies and plans to help their employees as much as possible through these difficult times, such as letting employees use vacation pay with the intention of giving days back once the company reopens. However, some companies will never reopen. Americans are faced with limited options during the pandemic that has up-heaved our way of life. For some, their choices are limited to working a job for less money, drawing unemployment, or pursuing entrepreneurship.

Even in the face of the pandemic, employers who are still up and running must continue to strictly adhere to the federal and state wage and hour laws that apply to Hoosier workers. Unfortunately, many employers don't fully understand the laws about paychecks, accrued time, pay changes, leave time, etc.

Wage Deductions

To be considered a valid wage deduction, the employee must provide permission to the employer to make deductions from earned wages. There are three basic elements that must be in place for a deduction to be considered valid:

1. The assignment must be made and agreed to in writing, signed by employee, and contain the phrase "by its terms revocable at any time by the employee upon written notice to the employer".
2. An executed copy of the assignment to the employer within ten (10) days after its execution.
3. The assignment is made from the list of per Indiana Code in subsection (b).
4. If these three elements are not followed, then the 13 legal deductions are not considered deductible and the money deducted will be owed back to the employee. If the employee files a claim with our office, the Indiana Department of Labor's Wage & Hour division will request a policy to see if the employer has correctly followed the IC 22-2-6-2 for the assignment of wages.

An assignment of wages may be made only for the purpose of paying the following:

Loans/Advances on Pay

Using advance payment for worked or vacation time as an example, if an employer decides to loan money to an employee, the loan may only be recovered at 25 percent of the employee's disposable earnings, even if it is the employee's final paycheck. An employer may not take the whole paycheck, even if it is the last one the employee will get. Employers should always refer to the overpayment law IC 22-2-6-4 when it comes to recovering wages.

Vacation Pay

If a company chooses to pay employees for vacation time, it should be simple and detailed in practice. Hoosier employers are best advised to prepare a crystal-clear vacation policy. Several questions can help guide the employer in drafting an effective policy:

- How many days can they accrue?
- How is the time accrued?
- If the employee is terminated, voluntarily or involuntarily, is the vacation time due for payout?
- If yes, will the payout be all vacation or pro-rata share?
- If an employer chooses pro-rata share, do they count months or hours worked?
- If vacation payout is not a company policy, is that specified in the handbook?

Each employee should receive a copy of the employer's policy and the employer must maintain a signature acknowledging the policy was understood by each employee. This acknowledges accountability for both the employee and the employer.

As a result of the pandemic, some employers have furloughed their employees, only to later lay them off. This causes quite a bit of confusion regarding the payout of accrued vacation pay. If the employee was not afforded the opportunity to give at least two (2) weeks' notice, and if the workplace handbook does not directly address layoffs and payout of vacation pay, the employee will be entitled to their payout of accrued vacation per the company policy. As always, proper documentation of decisions made in business, especially regarding wages earned and hours worked, is imperative. If an employee decides to file a wage claim with the Indiana Department of Labor's Wage & Hour division, both the employee and the employer will have a paper trail, or evidence, to support their side of the dispute.

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Wage Claim Specialist

Construction

TOP TEN MOST CITED STANDARDS

2020

Citations and penalty calculations for Occupational Safety and Health Administration (OSHA) standards, as cited by Indiana OSHA, were current at the time the data report was generated. For more information about OSHA standards, visit www.osha.gov.

	STANDARD	CITATIONS	INITIAL PENALTIES
1	<u>1926.20</u> General safety and health provisions	84	\$110,150
2	<u>1926.501</u> Duty to have fall protection	65	\$108,850
3	<u>1926.503</u> Training requirements for fall protection	49	\$32,300
4	<u>1926.651</u> Excavation requirements	43	\$82,675
5	<u>1926.451</u> General requirements for scaffolds	39	\$26,025
6	<u>1926.95</u> Criteria for personal protective equipment	39	\$30,275
7	<u>1926.1053</u> Ladders	36	\$30,050
8	<u>1926.100</u> Head protection and personal protective equipment	29	\$36,100
9	<u>1926.652</u> Excavation protection	24	\$212,623
10	<u>1926.453</u> Aerial lifts	21	\$30,700

General Industry

TOP TEN MOST CITED STANDARDS

2020

Citations and penalty calculations for Occupational Safety and Health Administration (OSHA) standards, as cited by Indiana OSHA, were current at the time the data report was generated. For more information about OSHA standards, visit www.osha.gov.

	STANDARD	CITATIONS	INITIAL PENALTIES
1	<u>1910.147</u> Control of hazardous energy (lockout/tagout)	64	\$193,525
2	<u>1910.212</u> General requirements for all machines (machine guarding)	59	\$217,550
3	<u>1910.1200</u> Hazard communication	55	\$49,750
4	<u>1910.132</u> General requirements of personal protective equipment	43	\$55,925
5	<u>1910.134</u> Respiratory protection	34	\$63,200
6	<u>1910.178</u> Powered industrial trucks	33	\$220,223
7	<u>22.8</u> Employer's overall safety and health responsibilities	25	\$247,198
8	<u>1910.219</u> Mechanical power-transmission apparatus	24	\$40,325
9	<u>1904.32</u> Creation, review, and posting of annual injuries and illness log	24	\$13,500
10	<u>1910.303</u> Electrical safety	22	\$48,375

NATIONAL SAFETY STAND-DOWN TO PREVENT FALLS IN CONSTRUCTION

MAY 3 - 7, 2021



Stop Falls Stand-Down

- Plan a toolbox talk or other safety activity
- Take a break to talk about how to prevent falls
- Provide training for all workers

For more information:

www.osha.gov/StopFallsStandDown

#StandDown4Safety • (800) 321-OSHA (6742)



U.S. Department of Labor



Safety Pays. Falls Cost.



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AKTube LLC
AkzoNobel Coatings Inc.
Ambassador Steel Fabrication
AstraZeneca
BAE Systems Controls
Best Home Furnishings
BMW Constructors, Inc.
Brandenburg Industrial Services Company
Cardinal IG - Fremont
CF Industries Sales LLC - Frankfort
CF Industries Sales LLC - Huntington
CF Industries Sales LLC - Mt. Vernon
Cintas Corporation Location 18
Cintas Corporation Location 314
Cintas Corporation Location 319
Cintas Corporation Location 336
Cintas Corporation Location 338
Cintas Corporation Location 351
Cintas Corporation Location 366
Cintas Corporation Location 370
Cintas Corporation Location 383
Cintas Corporation Location 388
Cintas Corporation Location 529
Cintas Corporation Location 68F
Cintas Corporation Location 716
Cintas Corporation Location G18
Cintas Corporation Location G64
Cintas Corporation Location G65

Collins Aerospace (Booth Veneers)
Covanta Indianapolis, Inc.
Cummins Seymour Engine Plant
DSM
Eaton South Bend Vehicle Group North
America
Eli Lilly and Company
Frito-Lay Inc. - Core
Frito-Lay Inc. - East
GE Aviation, Unison Engine
Components
GE Healthcare Ambassador Medical
Geocel Corporation
Gribbins Insulation Company
Hendrickson International, Truck
Suspension Systems Plant 1
Hendrickson International, Truck
Suspension Systems Plant 3
Hendrickson Trailer Commercial
Vehicle Systems, Inc.
Inteplast Building Products
Jasper Engines and Transmissions
- Jasper
Jasper Engines and Transmissions
- Leavenworth
Jasper Engines and Transmissions
- Power Drive
Kimball Electronics Group Jasper
Kimball Jasper - Cherry Street
Kimball Logistic Services
Kimball National Office Furniture
- 11th Avenue
Kimball National Office Furniture
- Santa Claus
Kimball Office Furniture Group
- 15th Street
Kimball Office Salem
Lawrence County & Worthington
Generation

Lippert Components, Inc.
LSC Communications US, LLC
(North Plant)
LSC Communications US, LLC
(South Plant)
Madison County Community Justice
Center
Manchester Tank & Equipment - Elkhart
Marathon Indianapolis Asphalt
Marathon Petroleum Company
- Speedway Terminal
Marathon Petroleum Company (MPC) LP
Marathon Pipe Line - Clermont
Marathon Pipe Line Company LLC
- Griffith
Mead Johnson Nutrition
Monsanto - Windfall
Monsanto - Remington
Monsanto Company - Evansville
Monsanto Company - Whitestown
Neovia Logistics
NIBCO Inc
Nucor Building Systems - IN
Nucor Fastener
Nucor Sheet Mill Group
OFS Brands Plant #5
Owens Corning Roofing and Asphalt, LLC
Raytheon Company - Fort Wayne
Raytheon Company - Indianapolis
Robert Bosch Corporation
SABIC Innovative Plastics
Schlage Lock Company LLC
Sullair Corporation Building 1, 2 and 4
Toray Resin Company
Total Safety Griffith District Office
Vulcraft - St. Joe
Whitesville Mill Services

American Licorice Company
American Service Group
Ampacet Corporation
ATI, Inc.
BioConvergence, LLC.
Cascade Asset Management
Cerro (formerly WireMarmon Retail
Home Improvement)
City of Jasper
Closure Systems International, Inc.
Electro Spec Inc
First Chance Center
First Chance Center Industries
First Chance Center Tot to Tot Program
Fishers Pediatric Dentistry
Formwood Industries, Inc.
George Koch and Sons LLC
Hewitt Molding Company
Indiana Furniture
Indiana Furniture (Plywood)

Kramer Furniture
Mitchell Plastics (Formerly D.A., Inc.)
Mitsubishi Chemical Advanced
Material (Quadrant)
OFS Brands Plant #4
OFS Brands Plant #6
OFS Brands Plant #9
OL Solutions (formerly Olon Industries
Jeffersonville)
Olon Industries Washington
Oscar Winski Company - Lafayette
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Oscar Winski Company Blue Arrow
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Oscar Winski Company E-Scrap
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STOP

HAZARDS IN THEIR TRACKS

Contact INSafe to enhance your accident prevention programs!



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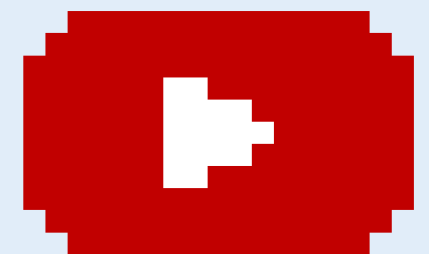
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