

INdiana Labor Insider

July/August 2008

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

Mitchell E. Daniels Jr., *Governor*

Lori A. Torres, *Commissioner of Labor*

Welcome to the INdiana Labor Insider

Welcome to the first edition of the *INdiana Labor Insider*. This newsletter is dedicated to providing accurate, relevant and timely information to our three million Hoosiers in the workplace. Whether an employee, employer, labor union, HR or EHS professional, there should be something here for you.

The agency is committed to providing a variety of communication mediums and topics for all sorts of users. In addition to this electronic only newsletter, which will be issued bi-monthly, the agency now publishes an annual publication, *INReview*, which was sent to some 10,000 users throughout the state. It details occupational health and safety statistics and trends for some of Indiana's most prominent industries. You can also now communicate with someone from our agency by email, website, phone, letter or in person. While email will result in a quicker response, we recognize that not all Hoosier citizens find this to be their preferred communication method, and we are flexible!

Our mission is to advance the safety, health and prosperity of Hoosiers in the workplace. Our priority is to return Hoosiers home at the end of the day safely, in good health, and with the wages to which they were entitled.

Under the governor's directive to serve the needs of Hoosiers, this is another way that the Indiana Department of Labor serves Indiana's citizens, without adding staff, raising taxes or fees, or otherwise interfering with your ability to move your company or your family forward. Please take a moment to review this publication and provide us with any feedback. We look forward to assisting you and serving you in any way that we can.



Lori A. Torres
Commissioner of Labor

To your health and wealth,



Lori A. Torres
Commissioner

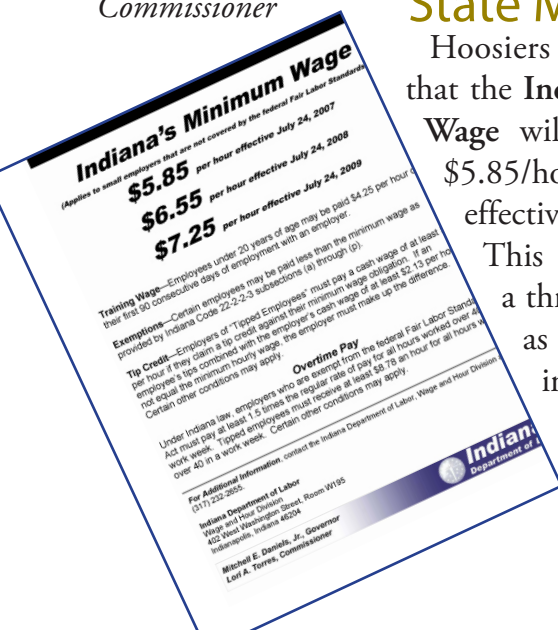
State Minimum Wage Increase

Hoosiers are reminded that the **Indiana Minimum Wage** will increase from \$5.85/hour to \$6.55/hour effective July 24, 2008.

This is the second of a three-part increase, as minimum wage increased in 2007 and will increase again in July 2009.

Employers of "tipped employees" must pay a cash wage of at least \$2.13/hour if they claim tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of \$2.13/hour do not add up to equal at least the minimum hourly wage, the employer must make up the difference.

A free copy of the poster may be obtained online at <http://www.in.gov/dol/files/MinimumWagePoster.pdf> or by contacting the Indiana Department of Labor Wage and Hour Division at (317) 232-2655 or emailing customerservice@dol.in.gov.



Teen Summer Job Safety Q & A - What You Need to Know

Could I get hurt or sick on the job? Nationally, each year, about **70 adolescents are fatally injured** while at work. Tens of thousands get hurt badly enough that they go to the hospital emergency room.

What risks do teen workers face? A 16-year-old employee of a sandwich shop was **robbed at gunpoint**. The teen was working unsupervised and alone after 11 p.m. Indiana Child Labor Laws requires working teens under the age of 18 to be accompanied by a coworker who is at least 18 years of age when working past **10 p.m.** in an establishment that is open to the public.



While climbing a ladder to provide a drill for a fellow employee, a 17-year-old construction worker was fatally injured. Indiana Child Labor Laws prohibit teens from working in certain occupations, jobs and environments, however exemptions may apply for student learners who are enrolled in a cooperative vocational training program. For more information on prohibited occupations, jobs and work environments, please visit <http://www.in.gov/dol/2745.htm>.

Why do injuries like these occur? Teens are often injured from **operation of unsafe equipment, stressful work conditions** and from **lack of supervision and adequate safety and health training**. Learn more about teen worker safety by visiting OSHA's website at <http://www.osha.gov/SLTC/teenworkers/index.html>.

What are my rights? By law, employers must provide a safe and healthful workplace free of recognized hazards and job-related safety and health training. Teens also have the right to report workplace safety and health problems by filing an IOWSHA complaint and refuse to work if their safety or health is jeopardized.

What are my responsibilities? From following rules and using safety equipment to wearing protective

clothing and reporting safety concerns, teens are responsible for following and understanding the same safety and health rules as adult workers.

Where do I learn more about Indiana Teen Labor Laws? Visit the Bureau of Child Labor website at <http://www.in.gov/dol/2745.htm> or for additional inquiries, please email childlabor@dol.in.gov.

Protect Yourself: Heat Stress

From pastry bakers and construction workers to welders and dry cleaners, Hoosiers work in a wide variety of hot and humid environments. When the body is unable to cool itself, heat-induced illnesses such as heat stress or heat exhaustion can occur.

As the environmental temperatures approach normal skin temperature, cooling of the body becomes more difficult. High or extreme temperatures and humidity; direct sun or heat; limited air movement; physical exertion or an intolerance for hot workplaces are all factors that can lead to heat stress. According to the Bureau of Labor Statistics (BLS), in 2006, 3,100 U.S. workers were adversely affected by heat and had to be taken off of work.

In the course of a day's work in the heat, a worker may produce as much as two to three gallons of sweat. Because so many heat disorders involve excessive dehydration of the body, it is essential that water intake during the work day be about equal to the amount of sweat produced.

For additional information, visit <http://www.cdc.gov/niosh/hotenvt.html>.

Know the Symptoms of Heat Exhaustion

- ⊗ Headaches, dizziness, light-headedness or fainting
- ⊗ Weakness and moist skin
- ⊗ Change in mood (irritability or confusion)
- ⊗ Upset stomach or vomiting

Know the Symptoms of Heat Stroke

- ⊗ Dry, hot skin with no sweating
- ⊗ Mental confusion or losing consciousness
- ⊗ Seizures or convulsions

CAUTION! Road Construction Ahead

Recommendations of Protection for Construction Work Zone Employees

- ⇒ High visibility apparel should be worn by all workers in work zone construction. Any worker that is routinely on foot is at potential risk for injury.
- ⇒ All street and highway workers should receive training specific to the hazards.
- ⇒ Employers of employees working in construction work zones should continuously work to identify, evaluate and mitigate hazardous conditions.

As many Hoosiers motorists have experienced, construction is back in full-swing for the summer months. The Indiana Department of Labor *reminds* Hoosiers motorists to be attentive and exercise caution when driving in these areas.

The most dangerous hazard that highway work site employees encounter is the possibility of **being struck by a moving vehicle**. IOSHA has already investigated two workplace fatalities in 2008 with a worker being struck while directing traffic. According to NIOSH, nationally, each year, more than 100 employees are killed. Additionally, more than 20,000 are injured in highway and street construction throughout the nation.



It Happened Here: Porter County

Background: Serious injury can occur if cranes are not inspected and used properly. When working with cranes, potential hazards include workers being struck by loads, caught inside the swing radius or operators failing to assemble/disassemble the crane properly.

Fatal Event: On January 16, 2008, in **Porter County**, a 25 year-old crane operator was fatally injured. The operator was struck in the head by a 12-ton steel coil he was transporting by crane. There were no witnesses to the incident. The operator was found lying on the floor with the remote control crane box still attached to his waist. The operator sustained extreme trauma to his head from the coil being transported. The coil was found a few feet above the operator, attached to the crane.

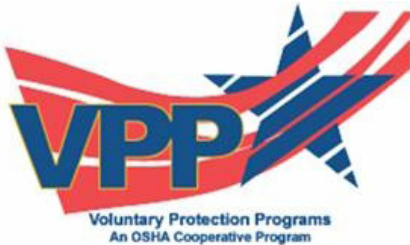
Recommendations: Safe crane operations should include ensuring the following:

- Cranes should only be operated by qualified and trained employees;
- A competent person must check all crane controls to ensure proper operation before use;

- Ensure that cranes are on a firm/stable surface and level;
- Fully extend outriggers and barricade accessible areas inside the crane's swing radius;
- Inspect all rigging prior to use; do not wrap hoist lines around the load;
- Create a lift plan which explains how the lift will be carried out, such as how much weight, path load destination, etc.;
- Be sure to use the correct load chart for the crane's current configuration and setup, the load weight and lift path;
- Do not exceed the load chart capacity while making lifts;
- Raise the load a few inches, hold, verify capacity/balance and test the brake system before delivering the load;
- Loads should not be moved over workers;
- Follow signals and crane manufacturers' instructions when operating cranes.

Recognizing Excellence

Recognizing Excellence spotlights Hoosier employers and their employees for their efforts in achieving status in either the Indiana Voluntary Participation Program (VPP) or Indiana Safety and Health Achievement Recognition Program (INSHARP). The Indiana Department of Labor congratulates the following employers and employees for their efforts to ensure Hoosier occupational safety and health. For further information on Indiana's exemplary safety and health programs please visit <http://www.in.gov/dol>.



WELCOME TO VPP

Jasper Engines and Transmissions (Jasper, IN)
International Aerospace Tubes (Indianapolis, IN)
OFS Brands Plant #5 (Huntingburg, IN)
Walgreens Return Center (Portage, IN)
Walgreens Return Center (Valparaiso, IN)



WELCOME TO INSHARP

Carter Lee Building Components (Mooresville, IN)
Cerro Wire, Inc. (Crothersville, IN)
Metal Sales Manufacturing Corporation (Sellersburg, IN)
First Chance Center - Two Sites (Paoli, IN)
Southern Indiana Resource Solutions (Boonville, IN)
Strick Corporation (Monroe, IN)

Training Opportunities

The Indiana Department of Labor works with the **Indiana Chamber of Commerce, Indiana Manufacturers Association (IMA), Risk Management Services (RMS) and Safety Management Group (SMG)** to provide safety and health training scholarships. More information on scholarship and training opportunities may be found here <http://www.in.gov/dol/3520.htm>.

Date	Sponsor	Class
6/4 - 6/5/08	IMA	OSHA General Industry 10-Hour (Clarksville, IN)
6/5 - 6/6/08	SMG	OSHA Construction 10-Hour (Indianapolis, IN)
06/10/2008	SMG	First Aid/Adult CPR (Indianapolis, IN)
6/13/08	RMS	Subpart X Stairways & Ladders (Indianapolis, IN)
6/26/08	RMS	OSHA Construction 10-Hour (Indianapolis, IN)
7/10 - 7/11/08	SMG	OSHA Construction 10-Hour (Indianapolis, IN)
7/14/08	SMG	Confined Space Entry (Indianapolis, IN)
7/15 - 7/16	IMA	OSHA General Industry 30-Hour (Plymouth, IN)
7/18/08	RMS	Subpart Q Concrete/Masonry (Indianapolis, IN)
7/22 - 7/25	RMS	OSHA Construction 30-Hour (Indianapolis, IN)

The **Indiana Labor Insider** is a bi-monthly newsletter of the Indiana Department of Labor. To subscribe or unsubscribe to this publication, please email **INSafe** at insafe@dol.in.gov.

