

Indiana Labor Insider

September/October 2011

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

Mitchell E. Daniels Jr., Governor
Lori A. Torres, Commissioner of Labor

Making Progress in Worker Safety and Health

As the next article will demonstrate, we've made progress in keeping our most valuable resource, our Hoosier workers, safe and well. In August, we released our occupational fatality numbers that show that ten fewer workers were killed in 2010 than in 2009 (125 compared to 115). For ten families, this was life changing. And last week, we released our injury and illness statistics demonstrating that, while we stayed steady at 4.3 workers per 100 with recordable injuries, in the traditional industries where IOSHA and INSafe have been putting resources, there is a general trend towards safer workplaces. In industries like agriculture, where IOSHA and INSafe have limited jurisdiction, injury and illness rates and number of fatalities don't seem to be significantly improving. In healthcare, the third largest single industry employer, behind manufacturing and state and local government, injury and illness rates are only improving slightly. You can read more indepth coverage of both of these results online at www.in.gov/dol/2438.htm.

We've also highlighted a couple recent awards that either IDOL has won, or members of our staff have won, in recognition of the hard work that we've put in here. This gives me another chance to applaud the IDOL staff, who consistently impress me as well as our customers. If ever our treatment of your issue doesn't meet your expectations, I hope you'll let us know here.



Lori A. Torres
Commissioner of Labor

To your health and wealth,

Lori Torres

Lori A. Torres
Commissioner

IDOL Releases 2010 Occupational Injury, Illness and Fatality Reports

Contributed by Timothy Koponen, PhD, Director of Quality, Metrics and Statistics

This fall the Indiana Department of Labor's Quality, Metrics and Statistics (QMS) Division released the 2010 reports for Census of Fatal Occupational Injuries (CFOI) and the Survey of Occupational Injuries and Illnesses (SOII). The QMS Division staff partner with the federal Bureau of Labor Statistics to collect, review and code occupational injury, illness and fatality reports.

The late August release of the 2010 CFOI count was the lowest reported since its inception in 1991 (115). The CFOI counts all workplaces deaths, regardless of whether other agencies regulate or investigate them. **Agriculture-related** industries had 19% of the fatalities, most occurring in **crop production**. In 2010, transportation and warehousing and construction contributed 15.7% each of all Hoosier workplace fatalities. **Manufacturing** had the fourth highest number of fatalities with 11.3%. A preliminary look into the causes of workplace deaths sheds light on the most risky actions within our workplace activities. **The simple answer: driving**. Of the 115 workplace deaths, 54 of them involved **transportation incidents** (47%).

On October 20th, the QMS Division released the non-fatal figures for occupational safety from the SOII. The 2010 rate of 4.3 incidents per 100 workers establishes 13 consecutive years the injury and illness rate has not increased.

Key findings of the report include changes in the top three Hoosier industries. **Manufacturing** increased 10.6 percent (5.2 incidents per 100 workers). **State and local government** increased 2 percent (5.1 incidents per 100 workers). **Healthcare and social assistance** decreased 9.2 percent (5.9 incidents per 100 workers).

Many factors contribute to the declining occupational-related fatality rates in Indiana. New safety measures, private sector competitiveness, emerging cultures and the enforcement of safety regulations and practices all contribute in part. Historically, Hoosiers have found their workplaces safer than in the past, and in general, the trend is toward fewer workplace deaths.

To learn more about the 2010 CFOI, please visit www.in.gov/dol/2439.htm. Additional information for the 2010 SOII is available online at www.in.gov/dol/2438.htm.

Indiana Department of Labor, Employees Receive Recognition

Governor

Mitch Daniels presented the [Governor's Public Service Achievement Awards](#) to 85 state employees

during an honorary ceremony on May 10, 2011, in the Statehouse Rotunda. Of those honored, three were employees of the Indiana Department of Labor's Wage and Hour division. This is the sixth year for the Governor's Public Service Achievement Awards program, which was established to honor state employees who go above and beyond in their efforts to serve the needs of Hoosier stakeholders.

Candis Bowie, Kenneth Boucher II and Jeremy Haggard were recognized for their efforts in reviewing the Indiana Department of Labor's decades-old wage claim process. The process provides an outlet for Hoosier employees to file for wages earned, but unpaid. An example of such may be an employee filing a claim because he or she did not receive his or her final paycheck. The team's review and subsequent improvements resulted in a dramatic reduction in the number of days required to review and process these claims, in spite of an increase in the number of claims received.

Visit www.in.gov/spd/2438.htm to learn more about the Governor's Public Service Achievement Awards. For more information on the Indiana Department of Labor's wage claim process, please review answers to our Frequently Asked Questions (FAQs) available online by visiting www.in.gov/dol/2345.htm.



Kenneth Boucher II, Jeremy Haggard and Candis Bowie pose with the Indiana State Seal medals awarded by Governor Daniels at the sixth Annual Governor's Public Service Awards, held on May 10, 2011.

IDOL Receives Federal Recognition

At the federal level, the **Indiana Department of Labor** also received the *William Q. Wierdt Customer Service Award* from OSHA Region V in Chicago. The award recognizes innovative customer service efforts. More than 20 offices in Region V are eligible for the award. It is the second time in the last five years that the Indiana Department of Labor has received the award.

The Indiana Department of Labor received the award for its investigation and subsequent response to the student employee fatality involving a scissor lift at the **University of Notre Dame** in October 2010. This showcased the Indiana Occupational Safety and Health's (IOSHA) interaction with the university employer, the media, as well as the communication with the decedent's family and the long term public benefits due to the terms of a unique settlement agreement.

In conjunction with the release of the investigative findings of the University of Notre Dame, the division sent educational letters to many high school, college and university associations to cultivate awareness of the hazards associated with the use of aerial lifts. The Indiana Department of Labor's INSafe division launched a scissor lift safety initiative as well.

To learn more about scissor lift safety, please visit www.in.gov/dol/2762.htm. Also, visit the University of Notre Dame's scissor lift safety web page at www.liftupright.org/. More information about INSafe may be found online at www.in.gov/dol/insafe.

Gearing Up for the Indiana Safety and Health Conference and Expo!

Get ready, get set—GO! The Indiana Annual Safety and Health Conference is scheduled **March 12-14, 2012**, in Indianapolis. The annual event is a result of collaboration between the **Indiana Chamber of Commerce, Central Indiana Chapter of the American Society of Safety Engineers** and the **Indiana Department of Labor**.

Who should attend? If you are a safety director or safety committee member, plant, jobsite, or facility manager, contractor, a personnel or human resource manager or a loss control or risk manager, this event is a must to attend. Annually, this event attracts more than 700 occupational safety and health professionals and offers more than 40 onsite educational sessions for attendees to learn occupational safety and health best practices and approaches. The conference provides attendees an opportunity to network with exhibitors and industry peers.

For more information about or to register to attend the 2012 conference, please visit www.INSafetyConf.com.

Keynote Speakers:
Indy Racecar Driver **Davey Hamilton** &
Voice of IMS Radio **Mike King**



SAFETY GETS THE CHECKERED FLAG

2012 INDIANA SAFETY AND HEALTH CONFERENCE & EXPO

Visit www.INSafetyConf.com to learn more or to register to attend the conference.



SAFETY ALERT:

Safety for Farm and Other Agriculture Industry Workers

INSafe Safety Consultant Debbie Rauen is “rescued” during a hands-on grain handling emergency rescue training. Rauen attended the training alongside many northeast Indiana fire department employees in anticipation of this year’s harvest season. (Submitted photo)

While worker deaths are down in the state as a whole, fatalities in the agriculture industry have remained consistent in the last five years. According to the federal Bureau of Labor Statistics’ (BLS) Census of Fatal Occupational Injuries (CFOI) report, 22 Hoosier workers in this industry were killed in 2010. Hence, more workers were killed on-the-job in the agriculture industry than in any other industry during this year, including construction and manufacturing.

Farming is an industry in which families, who often work and live onsite, are also at risk for suffering an injury or a death. Occupational safety and health hazards that farm workers—including farm families and migrant workers—are exposed to include **chemicals and pesticides, machinery and equipment, highway traffic, electricity and grain bins.**

Employers and employees can improve on-the-farm safety by increasing awareness of farming hazards and making a conscious effort to adequately prepare for emergency situations. Following general safety tips will reduce the likelihood of worker injury, illness and death.

At a minimum, workers should have monthly meetings to discuss safety concerns and review guidelines and rules for new and old equipment and machines that are used in the workplace. All workers should have at least a basic knowledge of first aid, including performing CPR. Having this knowledge is especially important in this industry, as farms are typically located in rural communities, and immediate access to hospitals and emergency care clinics may not be readily available.

Operating **equipment and machinery** is one of the most common functions on a farm. However, farm equipment and machinery pose risk of serious worker injury. Most farm incidents and worker fatalities involve machinery.

Proper machine **safe guarding** and completing **pre-use safety checks**, coupled with following the **manufacturers’ recommended preventative maintenance**, are critical to reducing worker injury and death. Workers must read and follow all instructions in equipment operator’s manuals and on all product labels at all times.

Tractors are some of the most useful equipment found on farms today. However, they also have the potential to be very dangerous. Workers can suffer critical injuries or death from **falling off** of or being **crushed** by this equipment if it tips over.

Following simple guidelines will help ensure that safety features on tractors are used to their full potential. First and foremost, tractor operators must always wear their seat belt when riding this equipment. This will help prevent serious injury in a crash or tip-over. It is essential that operators “know their tractor.” Workers must be familiar with the safety features as well as the safe operational procedures of the equipment. Familiarity with the terrain in which the tractor will be operated is also critical. Caution must be exercised on **slopes** and **slowing down for all turns**. When possible, **stay off the highway** because driving equipment on the highway increases the risk of the worker being involved in a crash with a motor vehicle. Additionally, **rollover protection structures (ROPS)** are an absolute must. ROPS were developed to prevent operators from becoming crushed by the equipment in the event of a tractor overturn. For more tractor safety tips, please review the **National Institute for Occupational Safety and Health (NIOSH)** blog online [here](#).

In addition to physical hazards commonly found in this industry, many **chemicals and pesticides** used and applied by workers to help cultivate crops for consumption also pose a risk. Workers must have access to, regularly review, and follow instructions in the chemical or pesticide’s material

safety data sheet (MSDS). To enhance awareness of the dangers that these chemicals and pesticides may present, these products must maintain their original labels. Workers must have access to appropriate personal protective equipment (PPE) and subsequent training. PPE can include safety glasses or goggles, gloves, specialized clothing, etc.

Electricity also poses a significant risk among agriculture industry workers. Electric shock and—even more severe—electrocution can result from contact with wires, power lines and other equipment that has not been adequately locked out. See the next section for more information on hazardous energy control.

Grain Storage Bins

Other areas in which workers in this industry must exercise extreme caution is when working in or near grain storage bins and facilities. Entering grain storage bins is extremely dangerous. To reduce the risk of worker **engulfment** and **suffocation**, employees must not be permitted to enter a grain storage bin unless it is absolutely necessary. Only trained personnel should be permitted entry into a grain storage bin.

If workers must enter a grain storage bin, hazard control measures must be implemented. All mechanical, electrical, hydraulic and pneumatic equipment must be de-energized, disconnected and locked, tagged out or blocked off before a worker may be permitted to enter the bin. Entering the bin while an auger is operating is very dangerous.

Grain should not be emptied or otherwise moved into or out of the bin while workers are inside. Doing so puts workers' lives in jeopardy as moving grain creates a suction that can pull workers into the grain in a matter of seconds.

Workers inside the bin must also be prevented from walking down the grain to make it flow. Prohibit worker entry

onto or below a grain bridging condition—where grain is crusted on the side walls of the bin.

An observer should be positioned outside the bin for **worker rescue**. Rescue equipment, such as a body harness or winch system, should be in place prior to permitting a worker to enter the bin. While the bin is occupied, **two-way communication** is key. Employees stationed outside the bin should have a visual, voice or signal line with workers inside the bin.

Also as required by OSHA standard [1910.272\(g\)\(1\)\(ii\)](#), the air in the grain bin must be tested for **oxygen content** and the presence of hazardous gas before entry. Continuous ventilation must be provided until any unsafe atmospheric conditions have been eliminated. OSHA's grain handling standard is available online in its entirety by clicking [here](#).

Resources for Employers

For more information about general farm safety, please review the OSHA fact sheet found online by clicking [here](#). Also, an OSHA fact sheet for worker entry into grain storage bins is available online by clicking [here](#).

The Indiana Department of Labor's OSHA consultation division, INSafe, provides onsite assistance to Hoosier employers upon request. INSafe Safety and Health Consultants work with employers to identify and eliminate workplace safety and health hazards. In 2010, INSafe Consultants assisted approximately 440 employers in identifying and eliminating more than 1,200 occupational safety and health hazards. To request an onsite consultation, please complete and submit the request form online at www.in.gov/dol/insafeconsultation.

For more information or questions, please contact INSafe by email at insafe@dol.in.gov. INSafe may also be contacted by phone at (317) 232-2688.



It Happened Here: Grant County

Background: More workers in the Indiana agriculture industry are killed than in any other industry.

Event: At approximately 3 p.m. in Grant County on October 29, 2009, a laborer was assisting a mill hand loading a grain truck with soybeans. The laborer went to close the silo's slide gate when his leg became entangled in the conveyor auger. Workers onsite attempted to free him, and emergency personnel were called to the scene and attempted to free his leg. However, the laborer died approximately an hour later as a result of traumatic injuries to his left leg.

Lessons Learned: To reduce the likelihood of and prevent similar incidents from occurring in the future, employers and employees should:

- Develop and implement an Emergency Action Plan (EAP). The plan must identify actions employers will take in specific emergencies. Employees must be trained on the EAP's procedures.

- Develop and implement a hazardous energy control plan to appropriately lockout all energy sources. Lockout/tagout programs must integrate machine and equipment-specific procedures. Train employees on how to properly lockout all equipment and machinery. Employees should be retrained on these procedures as often as necessary.

- De-energize (turn off), disconnect, lockout and tag or block off all mechanical, electrical, hydraulic and pneumatic equipment that presents a danger, particularly grain-moving equipment. Also important, grain must not be moved into or out of a bin while workers are inside, as it creates a suction that can potentially pull workers inside the grain.

- Train employees to recognize the safety and health hazards associated with each job, task and worksite.

- Investigate all near-miss incidents, as well as perform root cause analysis (RCA) to prevent recurrence.

- Foster a culture of workplace safety and health, and hold yourself accountable for your employees' understanding and following of all written safety and health policies, rules, procedures and regulations.



You Asked, We Answered - Strengthening Your Program

How can I get employees involved in safety and health-related activities?

Employee involvement is an essential component in any effective workplace safety and health management system. Having them cooperate with you in protecting their safety and health not only helps to keep them healthy, but also makes your job easier. Take advantage of your employees' specialized knowledge and encourage them to buy into the program by having them conduct inspections, provide safety training or investigate incidents. Employers should make clear assignments of responsibility for every part of the program, and ensure everyone understands them. The more people who are involved, the better. A good rule of thumb is to assign safety and health responsibilities in the same way you assign production responsibilities. Make it a special part of everyone's job to work safely.

How can maintaining injury and illness logs assist me in managing worker safety?

These logs enable you to learn from experience and to make corrections for future operations. The primary purpose of OSHA-required recordkeeping is to retain information about accidents to help determine the causes and develop procedures to prevent a recurrence.

How can I reduce work-related injuries?

Compliance along with an effective voluntary safety and health program can help reduce your costs, injuries and illnesses. A carefully crafted plan that systematically focuses on workplace hazards and employee training is critical. Everyone has to work at safety and health, so buy-in from every manager and employee is essential.

It is important that everyone in the workplace be properly trained, from the floor worker to the supervisors, managers, contractors, and part-time and temporary employees. Follow simple guidelines:

- Allow only properly trained employees to do a job;
- Ensure that no employee does any job that appear unsafe;
- Conduct emergency preparedness drills;
- Devote attention to employees learning new operations to make sure they have the proper job skills and awareness of hazards;
- Provide training to supervisors and managers to recognize hazards and understand their responsibilities; and
- Encourage all employees to speak up and report any potentially hazardous situations to management.

In the Business of Business

Recently

Indiana Department of Labor Commissioner Lori Torres took the opportunity to interview **Bill Snook, Vice President of Operations for Dicor**, a company located in **Elkhart, Indiana** (Mr. Snook has since retired from Dicor). Dicor's story came to the attention of Commissioner Torres when she discovered that INSafe recently assisted the company in reviewing an innovative process to manufacture the sidewalls of RVs and motor homes. Given the thumping that the RV business has taken in recent years, innovative approaches are *de rigueur*. Current industry practice in the manufacturing of motor home sidewalls is a process that requires spraying fiberglass on a matting. Given that many people are sensitive to fiberglass, Dicor looked for a better, safer method.

Once Dicor developed a process using 100% solids, the company called in the expertise of INSafe, the division in the Indiana Department of Labor that offers outreach, education and free onsite consultations to Indiana businesses regarding improving the safety and health for employees. INSafe was first asked to do a complete walk-through regarding the physical plant and processes, but through that visit, Dicor initiated

a second request for an industrial hygiene survey, that would determine whether the solvents, resins and other chemicals used in the plant were safe for employees.

INSafe reviewed the nature of chemicals being used, the type of ventilation present, the personal protective equipment required, all at no cost to the company. Even though Dicor had been through several prior IOSHA inspections, and had hired outside consultants, it still felt that INSafe was a perfect addition to its efforts to protect its employees.

The Indiana Department of Labor, while a regulatory agency housing IOSHA, still has as its primary mission to **advance the safety, health and prosperity of Hoosiers in the workplace**. Like all executive branch agencies under Governor Daniels' direction, helping Hoosiers, especially in challenged/distressed industries, is always the name of the game. Thanks to Dicor for allowing the Indiana Department of Labor to share their story.

To learn more about Dicor, please visit the company's website at www.dicor.com/. For more information on INSafe onsite OSHA consultation and training services, please visit www.in.gov/dol/insafe.



SPOTLIGHTING BEST PRACTICES

Safety Management Team at the Project Level

The following spotlights the safety management team put together by the **Weigand Pepper Joint Venture (JV)** for the construction of **Parkview Regional Medical Center in Fort Wayne, Indiana**. This \$536 million project consists of 900,000 square feet of buildings, including 430 patient rooms, medical office buildings, parking garages and a physical plant on a 110-acre site. The project was covered by a strategic occupational safety and health partnership agreement with the Indiana Department of Labor. The **Weigand Pepper JV** determined early on that this project would require a unique approach to onsite safety management.

Contributed by The Weigand Pepper Joint Venture Safety Team



A picture from the Parkview Regional Medical Center located in Fort Wayne, Indiana depicts the project's progress. (Submitted Photo)

We wanted to put a team in place that would be responsible for delivering safety to all contractors and tradespeople on the project. We looked at several different options to structure the team. The first option was for the joint venture (JV) to provide full time safety professionals for the duration of the project. The second was to have each subcontractor provide the needed safety coverage. There were drawbacks to both of these options. We felt that if the JV provided safety professionals, we ran the risk of subcontractors not having ownership of the safety program and that there was a significant advantage to having these folks embedded in the subcontractor teams. The downside of subcontractors directly hiring the safety professionals was that their focus would be narrowed with attention paid only to the subcontractor in which they were hired (we had seen this issue before on past projects).

What we really wanted was the best of both approaches. Safety professionals employed by individual contractors; coordinated by a Weigand Pepper JV safety manager and assistant safety manager; and responsible for delivering safety to everyone on site, regardless of for which company the tradesperson worked. Our next challenge was how many safety professionals we needed. We have seen projects where it was simply based on the number of tradespeople a particular contractor employed—for example, one safety professional for

every 35 tradespeople. We used a risk-based approach instead. We identified work scopes that we thought would benefit from additional resources. These included concrete, masonry, MEP, steel erection, drywall and the sign package. To bring it all together, the contract language was written to accomplish this goal. The system worked very well, and in fact, we had three contractors voluntarily add safety professionals to the project team. During the busiest phases of the project, there were 12 full-time safety professionals.

Another facet that was of great value was the addition of an administrative assistant to work exclusively with the safety team. There was a great deal of administrative work from burn permits to meeting coordination that our administrative assistant took care of, freeing up time for the safety professionals to “have boots on the ground.”

Once the team was assembled, we decided to implement a formal daily coordination meeting for the site safety professionals. The “11 o’clock” as it became known, afforded the Weigand Pepper JV safety manager time to address issues raised at project coordination meetings or through discussions with project management and supervision. It also provided a roundtable forum for each safety professional to discuss issues of the day and short-term planning.

The project really benefited from our approach to safety audits. Each safety professional submitted a daily audit. We standardized the format for information collection by using Safety Net from Predicative Solutions. Again, information collected by the safety professionals was not limited to their employer; rather these leading indicators were collected for everyone. At first, there was some resistance to this approach, “Why is that contractor’s safety person working with our people?” Soon, though barriers were broken, and the most important element of an effective safety program—good communication—was established. Information flowed smoothly between management and supervision, contractors and tradespeople.

We were fortunate to have developed a cohesive team of safety professionals who grew both personally and professionally by working together to deliver safety excellence to a great group of contractors and tradespeople. To learn more about the IDOL/Weigand Pepper JV strategic safety and health partnership, please visit www.in.gov/dol/2387.htm.

Kimball International Hosts Special Government Employee Training

Contributed by Kimball International



Pictured are the 2011 Special Government Employee (SGE) program graduates and trainers. (Submitted Photo)

OSHA developed the **Special Government Employee (SGE)** Program as a tool to allow industry employees to work alongside its staff during **Voluntary Protection Programs** (VPP) onsite evaluations. Not only does this innovative program benefit OSHA by supplementing its onsite evaluation teams, but it gives industry and government an opportunity to work together to share views and ideas.

Qualified volunteers from VPP sites are eligible to participate in the SGE program. These volunteers must be approved by OSHA and funded by their companies to participate in the program. After submitting an application and completing the required training, volunteers are sworn in as SGEs and are approved to assist as VPP onsite evaluation team members.

August 2-4 2011, [Kimball International](#), hosted one of federal OSHA's SGE training sessions at their Education Center in Jasper, Indiana. Kimball International's

eight SGEs are eligible to participate in the OSHA VPP onsite evaluations at various sites in the state. Learn more information about Kimball International online at www.kimball.com.

As VPP continues to grow, the support of SGEs will be a critical component of the program. The SGE Program encompasses the spirit of VPP—industry, labor and government cooperation. This cooperation embodies the idea of continuous improvement, which allows SGEs to bring a unique perspective to the team effort and take back to their sites ideas and best practices to further improve worker protections.

Today, fewer than 60 Hoosier employers have achieved VPP certification in Indiana. These sites range in size from less than 20 employees to more than 8,000. A listing of current Indiana VPP sites is available online by clicking [here](#). For more information about VPP, please visit www.in.gov/dol/vpp.htm. Hoosier workplaces interested in pursuing

VPP certification may contact VPP Manager Mike Gaskill by email at migaskill@dol.in.gov or by phone at (260) 373-2860.



Pictured from left to right are Kimball International employees: Danny Sermersheim, Stan Giesler, Lisa Brockman and Kenneth Gilbert, Indianapolis Area Director for OSHA. (Submitted Photo)

Residential Construction Fall Protection Update

In the [March/April Edition](#) of the *Indiana Labor Insider* we provided a look into residential construction, more specifically, fall protection. As indicated in the edition's *Safety Alert*, in December 2010, the federal Occupational Safety and Health Administration (OSHA) developed a directive to safeguard residential roofers against fall hazards.

The new directive was to become effective in Indiana on October 1, 2011. Recently, federal OSHA issued new instructions on the same topic. While OSHA did not stay implementation of the directive, it did limit certain enforcement activities for the directive.

The Effect in Indiana: IOSHA, however, has taken a different approach to residential construc-

tion contractors and sub-contractors who use fall protection that meet the former interim guidance will not be issued a citation. Where employer programs meet the interim guidelines or make a good faith effort to meet the new guidelines but have fallen short of doing so, IOSHA will issue a letter of recommendation and referral to the IDOL's OSHA consultation division, INSafe. In absence of a fall protection program, and when no effort is underway to comply with the existing or new guidelines, a citation will be issued. Full enforcement of the new compliance directive will commence in Indiana on March 15, 2012. To read this update in its entirety, please click [here](#).

Schedule an INSafe consultation today by completing the form at www.in.gov/dol/insafeconsultation. Speak with a consultant by phoning (317) 232-2688. To learn more information about INSafe, visit www.in.gov/dol/insafe.

Important Update!

Federal OSHA Extends Recordkeeping Comment Period

Federal OSHA extended the comment period to October 28, 2011 for its proposed rule to revise two aspects of the recordkeeping and reporting requirements for work-related injuries and illnesses. The new proposed reporting requirements would revise current regulation that requires an employer to report to OSHA, within eight hours, all work-related fatalities and in-patient hospitalizations of three or more employees. Under the proposed rule, employers would be required to report any work-related fatalities and all in-patient hospitalizations within eight hours and work-related amputations within 24 hours.

OSHA is also proposing to update Appendix A to Subpart B of the rule. Subpart B lists industries partially exempt from the requirements to maintain work-related injury or illness logs. These industries received partial exemption because of their relatively low injury and illness rates. The current list of industries is based on the Standard Industrial Classification (SIC) system. The proposed rule would update Appendix A by replacing it with a list of industries based on North American Industry Classification System (NAICS)—created to replace SIC in 1997, and more recent injury and illness data.

Please click [here](#) to view the Federal Register Notice.

Upcoming Training Opportunities

Child Labor Law Teleconferences: There are many opportunities for you to participate in our training, which we offer via teleconference so you don't lose productive time and can keep your employees onsite. These training opportunities are provided free of charge, though registration is required. To register for an upcoming teleconference, e-mail childlabor@dol.in.gov. Please include your name, e-mail address and the date and time of the training in which you wish to participate. If enrolling a group of individuals, please list the name of each attendee.

Date	Sponsor	Class*	Time
November 3, 2011	IDOL Bureau of Child Labor	Child Labor Laws (Teleconference)	10:00 a.m. & 1:00 p.m. EST
November 8, 2011	IDOL Bureau of Child Labor	Child Labor Laws (Teleconference)	10:00 a.m. & 1:00 p.m. EST
December 1, 2011	IDOL Bureau of Child Labor	Child Labor Laws (Teleconference)	10:00 a.m. & 1:00 p.m. EST
December 6, 2011	IDOL Bureau of Child Labor	Child Labor Laws (Teleconference)	10:00 a.m. & 1:00 p.m. EST

*Registration is required, and will close 48 hours prior to the scheduled teleconference.

Workplace Safety and Health Training: For a listing of upcoming occupational safety and health-related training, please visit www.in.gov/dol/2431.htm. Please note: this is not an all-inclusive list of every safety and health-related training opportunity.

Recognizing Excellence

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

INSHARP

New Pre-INSHARP: Advanced Drainage Systems (Brazil, IN)

Recertified: Emerson Industrial Automation (Monticello, IN)

VPP

New:

Recertified: Frito-Lay (Frankfort, IN)



The **Indiana Labor Insider** is a free electronic bi-monthly newsletter of the Indiana Department of Labor's INSafe Division. INSafe provides free on-site OSHA consultation, resources and training to Indiana small and high hazard employers. For questions or comments regarding content or to subscribe or unsubscribe, please e-mail INSafe at insafe@dol.in.gov.

