

Indiana Labor Insider

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

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

Message from Commissioner Ruble

We're half way through the year already, and I'm proud to say the Indiana Department of Labor (IDOL) continues to work with stakeholders around the state to improve the safety and health of all Hoosier workers.

The IDOL is one of five state agencies that participated in the Drive Now. TXTL8R safe driving social media campaign and scholarship contest. The contest allowed us to recognize 30 hardworking and creative students with a \$5,000 scholarship for their efforts to prevent distracted driving. The IDOL was recognized by the federal Occupational Safety and Health Administration (OSHA) with an On Site Consultation Achievement Recognition (OSCAR) award for the campaign's great success.

We've awarded INSHARP and VPP status, the highest recognition of excellence in workplace safety and health, to businesses around the state. The Indiana Occupational Safety and Health Administration (IOSHA) is inspecting

businesses to ensure safety compliance is the top priority, and the folks in INSafe are providing free consultation to any business that wants a little help improving worker safety and health.

It's been a great year so far, but there's always room to improve. We're always looking for things we can do to help you do your job more safely. We're always looking for ways we can help you get paid for the work you do.

We're not just an enforcement agency; we're here to provide proactive assistance in your work life. Reach out to us any time you have an issue. We're here to help.

Best wishes and be safe,



Rick J. Ruble
Commissioner

Common Construction Wage Law Repealed

The Indiana General Assembly repealed the Indiana Common Construction Wage Act (Indiana's Prevailing Wage Law) during the 2015 legislative session. The repeal is effective July 1, 2015. A copy of the Enrolled Act may be found online at: www.in.gov/dol/files/2015_HEA_1019.pdf

Contractors working on Common Construction Wage projects awarded prior to July 1, 2015 must continue to comply with the Common Construction Wage Act as it existed prior to the repeal, and workers must be paid at or above the established wage and fringe benefit rates for the duration of the project. For a list of adopted Common Construction Wage (Prevailing Wage) Scales, please visit www.in.gov/dol/2840.htm.

Unless federal or state law provides otherwise, a public agency may not establish, mandate or otherwise require a wage scale or wage schedule for a public works contract awarded by the public agency after July 1, 2015.

Work performed on federally-funded projects covered by Davis-Bacon and Related Acts is not affected by the repeal.

For information about Davis-Bacon and Related Acts, please visit www.dol.gov/whd/govcontracts/dbra.htm.



TEMPORARY Employees

By Brad Freeman, CSP & CIH

When it comes to safety, do temporary workers have the same rights as regular employees? Who's responsible for their safety? Who is responsible for recording their injuries and illnesses?

In 1990, the Bureau of Labor Statistics reported that there were 1.1 million temporary workers in the United States. By 2012, this number had more than doubled to a reported 2.54 million temporary workers nationwide. Research conducted by the Institute for Work & Health found that the relationship between temporary workers, agencies and client employers creates loopholes and incentives that may leave low-wage temp agency workers more vulnerable to workplace injury.

Often, a short-term increase in demand may necessitate the immediate addition of new workers. In these instances, many companies will utilize temporary workers to fill the void. Unfortunately, in haste to get the worker up and running, basic occupational safety and health training that is otherwise provided is often overlooked or deemed unnecessary. Similarly, many host employers do not realize that they are still required to report injuries that befall temporary workers, making it difficult to accurately gauge how many injuries occur each year.

In 2014, the federal Occupational Safety and Health Administration (OSHA) launched its temporary worker safety initiative. This initiative was designed to provide guidance to host employers on injury and illness recordkeeping requirements regarding temporary workers. Host employers often operate with the mistaken belief that the responsibility of training the temporary workers lies with the temporary agency. Generally speaking, the company that supervises the employee on a day-to-day basis is responsible for reporting and/or recording of any applicable occupational injury, but the temporary agency and the host employer share the responsibility for the training and safety of the employee.

With the host employer and the temporary agency

sharing the responsibility of occupational safety and health training, it is crucial that both companies maintain an open line of communication. The host employer should never assume that a temporary worker has been fully trained on the safety and health hazards present in the employer's workplace.

Temporary Worker Cases

Failure to properly train temporary workers can have catastrophic results. In 2012, a 21-year-old temporary worker was killed at a bottling facility in Jacksonville, Florida, when he was asked to clean up broken glass that had accumulated under a palletizing machine. Another worker activated the palletizing machine with the temporary worker underneath, crushing the temporary worker to death. It was his first day on the job. The

bottling facility received a penalty of \$192,000 for willful and serious violations relating to improper training of temporary workers.

A nearly identical incident occurred at another bottling facility in High Springs, Florida, two years later. In this case, the temporary worker had been on the job for 12 days. His injuries left him permanently disabled, and the company was penalized \$84,000 by OSHA for failure to

train employees on recognizing hazardous machinery and implementing proper maintenance controls.

It is imperative that employers provide adequate occupational safety and health training for all employees, including temporary workers, and that the training is specific to your business and the tasks and environments in which the workers will be employed.

Compliance Assistance Resources

To learn more about the temporary worker safety initiative, please visit www.osha.gov/temp_workers/.

For questions about worker safety and health, please contact INSafe by email at insafe@dol.in.gov or phone at (317) 232-2688.



And the OSCAR goes to...

The Indiana Department of Labor (IDOL) is proud to announce that the workplace safety and health consultation division, INSafe, has been honored with a 2015 On-Site Consultation Achievement Recognition (OSCAR) award from the federal Occupational Safety and Health Administration (OSHA) for its Drive Now. TXTL8R. campaign and social media scholarship contest! This is the fourth time since 2008 INSafe has received this national award.

“I am, of course, immensely proud of INSafe’s OSCAR winning streak,” said IDOL Commissioner Rick J. Ruble. “But the real success of this campaign was getting thousands of messages to Indiana’s youth about the dangers of distracted driving. Vehicle crashes are a leading cause of Hoosier worker fatality and reminding everyone to drive now and text later is an important lesson.”

The IDOL partnered with the Indiana Department of Transportation (INDOT), the Indiana Criminal Justice Institute (ICJI), the Indiana Bureau of Motor Vehicles (BMV) and the Indiana State Police (ISP) to create the “Drive Now. TXTL8R.” campaign and social media contest. Indiana high school and college students were challenged to use their social media skills to communicate the Drive Now. TXTL8R. message to as many people as possible. Thirty winners each received a \$5,000 scholarship during a state house ceremony held in the rotunda. The scholarships were funded by a grant from the National Traffic Highway Safety Administration (NHTSA).

The IDOL competed against all 50 states and five U.S. Territories (Guam, Puerto Rico, American Samoa, Northern Mariana Islands and the U.S. Virgin Islands) and was one of only three consultation divisions in the country recognized with a 2015 OSCAR.

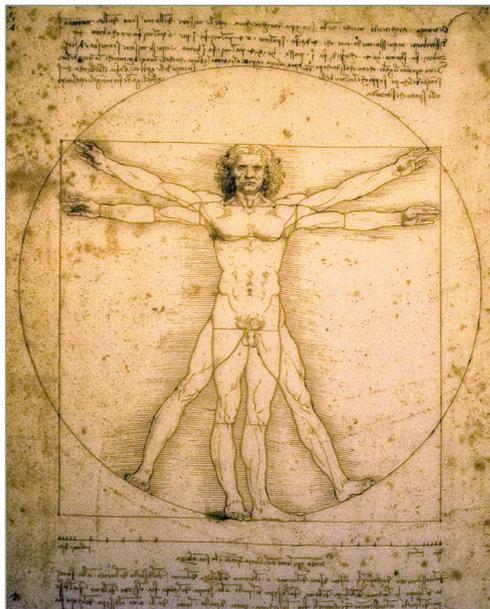
You can learn more about the winning campaign and see the Drive Now. TXTL8R scholarship winners on page eight.

Ergonomics

Linda Brinson, Safety & Wellness Director, Draper, Inc.

Like most companies, Draper’s #1 work injury is strain. Besides repetitive motion and lifting, the average age of our employees is the mid 40’s. Due to this, we decided to implement an ergonomic program at our facility in an effort to help our employees prevent strains and reduce work injury.

Several members from our safety committee formed an ergonomics (ergo) team to study the various jobs and tasks required at our company. The ergo team went through special training offered by our workers compensation insurance to help us better understand ergonomics and ways to improve.



Some of the things we learned and implemented:

1. Analyze tasks in jobs and make recommendations to prevent strain, such as reducing repetitive motion.
2. Analyze work surface size and shape, adjustability, storage, etc.
3. Analyze workstation height adjustment and equipment.
4. Determine if lifting equipment is needed and install it whenever possible.
5. Train and monitor employees regarding good work habits.
6. Pre-shift and during shift stretches.

This year our plan is to broaden the training to include pre-shift stretching for our employees. To do this, we partnered with Mark Middlesworth owner of Ergonomics Plus. Mark not only helps with the on-going ergo assessments, but also trains employees on pre-shift stretching.

It is still too early in this program to notice a monetary return on investment (ROI), but our employees have noticed an improvement, and that’s already a great return.

Stopping Falls, Saving Lives



Over the last ten years, more than 3,500 workers have died from falls. In fact, falls remain the leading cause of death in construction, accounting for more than a third of deaths in the industry. If you're involved in construction or any other high-risk industry, you may be familiar with these numbers. But what you might not know is that there's a growing safety movement that focuses on saving the lives of workers through fall prevention education.

Last year marked the first National Safety Stand-Down for fall prevention in construction, a combined effort from the Occupational Safety and Health Administration (OSHA), the National Institute for Occupational Safety and Health, and the Center for Protection of Workers' Rights (CPWR). During the stand-down, employers and workers paused their workday to focus on preventing falls through talks, demonstrations and trainings.

The Stand-Down was a tremendous success, reaching more than 1 million workers and thousands of employers. Almost 5,000 Stand-Downs were reported in all 50 states and internationally. OSHA's Susan Harwood grantees (competitive grants awarded to non-profits and public schools to provide employee training) also trained more than 105,000 workers and employers on fall hazards during the event. Small businesses, large corporations, and some of the country's biggest construction companies stopped their work to dedicate time to fall safety. Because falls can happen anywhere and anytime, costing workers and employers their livelihood, participation was not limited to the construction industry. Nearly 15 percent of Stand-Down certificates were given to non-construction employers. In

fact, the largest single participant was the United States Air Force, reaching approximately 650,000 active duty, civilian and reserve service members.

NASCAR driver Greg Biffle joined officials from OSHA, the Department of Labor and more than 400 construction workers to talk about fall safety at a \$400 million renovation project at the Daytona International Speedway.

Due to the success of the 2014 program, this year's Stand-Down was extended to two weeks. The goal was to have over 3 million workers participate in over 20,000 stand-downs from May 4 to 15, 2015. As the economy continues to grow and the full construction season begins, The Stand-Down will remind employers and workers that fall prevention is an important part of every workplace safety plan.

"Fatal falls and injuries touch workers in all kinds of jobs across the country; it's a broad problem that has a terrible impact on workers and their families," said Assistant Secretary of Labor for Occupational Safety and Health Dr. David Michaels. "Given the tremendous response we've received, it's clear that this is an important issue to a great number of people across this nation. I know it is to me and all my colleagues here at the Department of Labor, which is why we are so pleased to work towards preventing these tragedies through innovative and

collaborative efforts like the Safety Stand-Down."

Employers and workers all over the nation are encouraged to pause in their workday to talk about fall prevention in construction and dedicate themselves yet again to the safety of this nation's most valuable resource: workers.



As part of a presentation on proper methods of fall prevention, Greg Biffle was outfitted in a safety harness and hoisted off the ground at the Daytona International Speedway.

Heat Illnesses - ALWAYS Preventable!

Workers

who are exposed to high temperatures and humidity are at risk for serious, potentially fatal, health issues. The Indiana Department of Labor (IDOL) is advising employers and employees to work together to prevent heat-related illnesses throughout the year, but especially during the summer months.

Three factors reduce the likelihood of heat-related illness and are critical for employee health and well-being:

1. Water: Workers must not depend on thirst to determine when and how much water to drink. By the time a worker feels thirsty, he or she already is dehydrated. Proactively drink five to seven ounces of water every 15 to 20 minutes, approximately one bottle of water an hour, to replenish lost fluids.

2. Rest: Regular rest breaks help workers function in hot working environments, both outdoors and indoors. Rested workers are more productive and less likely to experience a heat-related illness.

3. Shade: Employers should provide outdoor workers shaded break areas. Resting in the sun does NOT effectively cool workers.

Employers are required to ensure workers are not exposed to serious health and safety risks in the workplace. Industries most affected by heat-related illnesses include: construction, commercial bakeries and laundries, foundries, transportation and utilities, agriculture and landscaping services.

The IDOL encourages employers and employees to learn about heat-related illnesses and take necessary precautions. Symptoms of heat stroke include: confusion, dizziness and the inability to sweat. These symptoms are a medical emergency. Call emergency services, move the affected employee to a shaded area, and attempt to cool the employee down.

Remember: To prevent heat related illness and fatalities

Drink water every 15 minutes, even if you are not thirsty.

Rest in the shade to cool down.

Wear a hat and light-colored clothing.

Learn the signs of heat illness and what to do in an emergency.

Keep an eye on fellow workers.

“Easy does it” on your first days of work in the heat. You need to get used to it.

Drink water often

Rest in the shade

Report heat symptoms early

Know what to do in an emergency

Taking the necessary precautions can mean the difference between life and death.

Learn more about heat stress and find additional worker safety and health resources at OSHA’s heat stress webpage <https://www.osha.gov/SLTC/heatillness/index.html>

Employees and employers also should download OSHA’s heat stress app for Android or iPhone. This newly updated app provides risk assessment based on local temperature and humidity levels. https://www.osha.gov/SLTC/heatillness/heat_index/heat_app.html

Near Miss Reporting - fixing it now

A near-miss is an incident where an accident is narrowly avoided. In many cases, a near-miss incident goes unreported unless an employer has developed, implemented and trained employees on a specific program to address them.

Near-miss reporting can be an important step in giving your organization insight as to where the next incident might occur and how to prevent it before it happens.

The Benefits of Near-Miss Reporting

Near-miss reporting can help a management team identify weaknesses in their safety program and address them before an injury occurs. Not only can identifying potential safety and health hazards save your organization money in the future, but it can help increase worker productivity and morale today.

Remember a successful workplace safety and health management system is a team effort which requires that all levels of your organization be aware of the goals.

Define a Near-Miss

Any program that is going to involve near-miss reporting should begin with addressing what it considers a near-miss incident. Without an official definition, there will be no consistency in your reporting.

The best place to start is to define a near-miss as any situation where an employee feels that safety was compromised, but no injury occurred.

Encouragement, not Embarrassment

Employees should not be made to feel near-miss reporting is a negative mark. They will often be embarrassed or think there was an error directly on their part. Reinforce this is not the case. Thank them for their efforts in reporting and helping to improve the overall workplace safety and health culture. Employees should not fear any form of negative outcome or punishment for reporting something.

Five Mistakes to Avoid

Research has shown that unsuccessful near-miss programs had five flaws in common:

1. Upper management support without engaging front-line - *The owner likes the idea, but supervisor's don't*
2. Training failures from safety teams - *No one sets up a "how to report" system.*
3. Seen as work that adds no value - *people think filling out the reports is wasting time*
4. Lack of support/engagement among workers - *Front line workers don't see how near-miss reporting helps*
5. Invalid, missing or erroneous data - *If you're not tracking the results, you can't fix problems.*



Keys to a Successful Program

Now that we have identified some of the barriers that your near-miss reporting program might experience, what are some of the best ways to overcome them?

Training

Arguably the most important step in any worker safety and health program, training will help ensure your entire organization is aware of the goals of the program, your definitions and metrics, reporting procedures and expected outcomes of your program. Consider having practice sessions with example reports to show employees the entire process.

Proper data collection

If after a month or two you are seeing little or no data in the program, investigate the causes. Employees will often only do what managers are telling them to do. Make sure management is supporting your safety efforts.

Praise and Reporting

Give feedback to employees who report near-misses. Let them know they are not wasting their time and their extra effort is appreciated. Report the outcomes of your research in a newsletter or other high profile work publication so everyone can see the results of the ongoing effort.

Resources

Do you need help creating a near-miss reporting system? Contact INSafe, IDOL's free workplace safety and health consultation service. Visit www.in.gov/dol/2896.htm and submit your request today! INSafe offers a wide variety of workplace safety and health services, all at no cost to your business.



You Asked, We Answered - New Wage and Hour Law HEA 1469

What's in this new law?

HEA 1469 has two major parts. The first is about on time wage payment and the second is about what can be deducted from an employee's paycheck.

What is the new wage payment rule?

If an employer fails to make timely payment of an employee's wages or withholds inappropriate wages, the employer must now cover both the attorney's fees of the employee and court costs. Also, if the judge determines that the employer did not make a mistake in good faith, the employee must be paid double the amount of money owed as damages.

What's a mistake in good faith?

The phrase "good faith" is not defined in the law, and the term has not yet been interpreted by an Indiana court. However, a reasonable reading of the law seems to indicate an employer who is knowingly or intentionally trying to take advantage of employees would likely be subject to the liquidated damages and attorney fees provisions. An employer who is trying to comply with the law, but simply makes a mistake, would likely not be subject to the additional damages and attorney fees.

What's the new deduction rule?

Employees will now be able to ask their employer to take deductions from their paycheck to pay for required work equipment. For instance, if a mechanic didn't own the right tools the employer would be allowed to buy the

required tools for the employee and take a deduction from the employee's paycheck until the tools were paid for. These tools would be the employee's property and upon separating from the job the employee could keep the tools (assuming they were fully paid for).

Are there limits on how much can be deducted from an employee's paycheck?

Yes! The maximum deduction is either \$48.08 weekly OR 5 percent of the weekly net earnings - whichever is LESS. Also, the deduction MAY NOT reduce an employee's wages below federal minimum wage.

Can an my employer just start deducting things?

NO! The employee must make a written request for the deductions to start.

When does this rule change take effect?

HEA 1469 officially came into force on July 1, 2015.

Where can I go to learn more information about this update?

You can find a summary of the new law and a link to the full law text at www.in.gov/dol/wageandhour.hm.

Who can I call if I have questions about this new law?

We're here to help! Contact the Indiana Department of Labor's Wage and Hour Division! Call 317-232-2655 and select Wage and Hour or submit your request online at www.in.gov/dol/2893.htm.

Are you in on it?

Join the conversation!

Your questions answered
Latest safety and health news
Updates from wage and hour



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Follow us on Twitter **@INDeptofLabor**

Governor's Workplace Safety Winners!

The Indiana Department of Labor is proud to recognize our 2015 Governor's Workplace Safety Award (GWSA) winners! These Companies represent the best in safety and health across Indiana.

The GWSAs are presented annually during the Indiana Safety and Health Conference and Expo. All Hoosier businesses, unions, municipalities, schools, service organizations, non-profit organizations and individuals are eligible to apply for award recognition in three categories; education, innovation and partnership.

This year, seven Hoosier businesses were awarded a GWSA in recognition of their tireless efforts and success in improving workplace safety and health.

Gribbins Insulation Company, located in Evansville, is a commercial and industrial mechanical insulation contractor that employs about 200 workers.

Gribbins created its leading indicator dashboard which tracks critical pre-incident metrics within the company. Prior to implementation, the company only tracked "lagging indicators," that included first-aid injuries and OSHA-recordable incidents. The dashboard provides monthly data that is used to help evaluate where the company excels as well as where there are needs for additional attention. Dashboard reports are shared with all managers and employees. The company's employees helped develop this system by participating in employee surveys. This has led to an increase in employee participation in workplace safety and health activities.

Gribbins Insulation Company has also achieved certification in the Indiana Voluntary Protection Program.



BMWC Constructors, Incorporated - Partnerships in Construction

BMWC is an industrial general contractor that performs large capital projects, in-plant or facility maintenance, turnarounds and planned outages. BMWC has been an instrumental participant in bringing together 31 national and international construction companies to form the Construction Industry Safety Group and the Incident and Injury-Free Forum. The goal is to inspire everyone in the construction industry to be leaders in safety.

The group and forum worked together to create and celebrate the first U.S. Industry Safety Week. This week-long event, held in 2014, helped raise awareness of the importance of providing a safe and healthy workplace and the need to remain injury-free every day. Activities included top management visits to jobsites, jobsite safety audits and a thorough review of safety policies, procedures and training requirements. BMWC Constructors has also achieved certification in the Indiana Voluntary Protection Program.



Gribbins Insulation Company Incorporated - Innovations in Construction



My-te Products, Incorporated - Innovations in General Industry for a Small-Sized Company

Located in Indianapolis, My-te Products, Inc., manufactures winch-hoists. The company employs 15 workers.

The company created a new, comprehensive employee safety training program organized into six fundamental steps that included; top-level management commitment, active employee involvement, thoroughly documenting all procedures, controlling hazards and developing and implementing an effective incident reporting system.

This dedication to employee safety has left My-te Products, Inc., injury-free for the past three years.



Mead Johnson Nutrition - Evansville Campus - Education and Outreach - Internal for a Large-Sized Company

The company's Evansville location employs nearly 1,200 employees and manufactures liquid infant formula in ready-to-use and concentrates forms.

To increase employee education and awareness in all aspects of safety—work, home, and while traveling — the company sponsored a campus-wide safety fair. The fair was open to all campus employees and their families. The safety fair provided an opportunity for employees and their families to gain a better sense of how the family unit could be safe not only at work, but at home and in the community. Safety fair participants included representatives from the local fire and police departments, Red Cross and local health centers. The safety fair also provided an opportunity for employees to see and test the latest workplace personal protective equipment.

Mead Johnson Nutrition also holds certification in the Indiana Voluntary Protection Program.



MacLellan Integrated Services – Paint Operations - Education and Outreach – Internal for a Medium-Sized Company

MacLellan employs 120 employees and provides services that include high-pressure water blasting and the use of industrial grade chemicals to remove fine dirt and debris for its Indiana-based motor manufacturing customers.

The company developed and implemented a leading indicator tracking system called “Safety Workbook.” “Safety Workbook” is shared between the company’s two Indiana locations. This has helped foster a high-level of transparency and has increased employee engagement in workplace safety and health activities. Safety data entered into the system - including safety audits, safety improvements, employee involvement, tool box talks and many others, can be exported in real-time. This has allowed a quick response to potential worker safety concerns. In 2014, team members from the company’s Princeton location completed 79 safety improvement activities.



Toyota Logistics Services, Incorporated - Innovations in General Industry for a Medium-Sized Company

The Princeton site provides support to Toyota Motor Manufacturing of Indiana by installing post-production options on the Toyota Siennas, Highlanders and Sequoias.

Toyota associates recently participated in ergonomics training. This increased focus on ergonomics helped identify plant processes that needed improvement. One process required three employees to lift a 40-pound drop hitch and attach it to a vehicle. Associates were challenged to find a better and safer alternative. Associates identified a lift assist originally designed to lift a tire up; however they were able to modify this equipment to lift a drop hitch. This innovation reduced employee exposure to a lifting injury and allowed two associates to work on other projects within the company – increasing productivity and safety. The site recently celebrated more than 1,000 days without a lost-time injury



Subaru of Indiana Automotive, Incorporated - Innovations for General Industry for a Large-Sized Employer

Located in Lafayette, Subaru, employs nearly 4,000 workers who manufacture and assemble the Subaru Outback and Legacy. The Lafayette facility is the only Subaru automotive assembly plant in the United States.

To continually improve working conditions, in 2012, Subaru implemented a program that allows associates to take the initiative and easily and freely document and track workplace safety concerns. Associates document and submit concerns to their team board or enter them electronically at one of the centrally-located kiosks in the facility. Prior to implementation, associates had limited means to submit and track their concerns through the process.

Not only has this program helped identify and correct safety hazards, but it has also positively affected the level of employee engagement and morale. Since the program was implemented in 2012, more than 17,000 improvements have been made.

If you're interested in showing off your organization's safety and health management system, make sure to visit www.in.gov/dol/2381.htm and learn how you can apply for a 2016 GWSA!



On June 5, 2015, Lt. Governor Sue Ellspermann recognized 30 Indiana high school and college students who earned \$5,000 scholarships by urging their social media followers to “Drive Now. TXT L8R.” The celebration was held at the Indiana Statehouse Rotunda.

“A texting driver is 23 times more likely to get into a crash than a non-texting driver,” said Lt. Governor Ellspermann, who voted for the 2011 ban while serving in Indiana’s House of Representatives. “Instead of making a tragic mistake behind the wheel, Hoosier high school and college students put their smartphones to good use educating others.”

During Distracted Driving Awareness Month in April, the participating students’ safe driving messages appeared about 30,000 times across Instagram, Vine and Twitter. Staff from the Indiana Bureau of Motor Vehicles, Indiana Criminal Justice Institute, Indiana Department of Labor, Indiana Department of Transportation and Indiana State Police tracked the posts and judged the entries that were the most creative.

The U.S. Department of Transportation reported that in 2009, more than 5,400 people died in crashes linked to driver distraction. The majority of text message citations and warnings issued by Indiana State Police last year were for drivers under age 30.

Winners of the TXTL8RIN contest can be viewed at www.txtl8r.in.gov

We are excited to announce that the Drive Now. TXTL8R scholarship contest has been funded for 2016!



Lt. Governor Sue Ellspermann with the winners of the 2015 Drive Now, Text Later scholarship contest.

Start planning now and you could win \$5,000 towards your education. The contest will once again run through them month of April and use #TXTL8RIN.

Follow @INDeptofLabor or “like” the Indiana Department of Labor’s Facebook page for more information about workplace safety and health, labor law and future scholarship opportunities.

College Division

Most Tweets, Retweets and Favorites on Twitter: Melanie Shebel from Purdue University North Central

Most Creative on Instagram: Elizabeth Atha from Indiana State University

Most Likes on Instagram: Princess Mae Visconde from Saint Mary’s College

Most Creative on Vine: Ronald Carter from Indiana University Purdue University Indianapolis and Emily Morris from UIndy

Most Likes on Vine: Kareem El-Khodary and Omar El-Khodary from the University of Evansville

High School Division

Most Tweets, Retweets and Favorites on Twitter: Alexander Eib, Derek Johnston and Nathaniel Spangle from Triton Junior-Senior High School

Most Creative on Instagram: Alyssa Begley from North Miami Middle/High School, Luke Bilotta, Adrianna Waldron and Kaitlin Wunsch from Jeffersonville High School, Jordan Hersey, Trace Hewson and Katie Oswald from Huntington North High School and Landon Hunt from Northridge High School.

Most Likes on Instagram: Monica Blankenship, Joshua Hoeft and Justice Lawson from Penn High School

Most Creative on Vine: Dominic Rossi from Zionsville Community High School

Most Likes on Vine: Emily Osowski and Mailee Peeples from LaPorte High School and Leanna Smith from New Prairie High School

Upcoming Training Opportunities!

Scholarships are now available for a variety of training opportunities! Find a list of upcoming training by visiting www.in.gov/dol/2383.htm. When you find a class that's right for you and your business, just contact the training company and ask what you need to do for a scholarship!

Mid-America OSHA Education Center sponsored training: For more information about Mid-America OSHA Education Center, please visit www.midamericaosha.org/. Course fees are established by Mid-America OSHA Education Center and are available on their website. **Note, you must create an account ad Mid-America OSHA to sign up for training courses.**

Recognizing Excellence

Recognizing Excellence spotlights Hoosier employers and their employees for their efforts in achieving status in either the Indiana Voluntary Protection Program (VPP) or Indiana Safety and Health Achievement Recognition Program (INSHARP). The Indiana Department of Labor congratulates the following employers and employees for their efforts to ensure Hoosier occupational safety and health. Additional information on INSHARP and VPP may be found online at www.in.gov/dol/2824.htm

INSHARP

New: Stedman Machine Company
Cascade Asset Management

Recertified: Rise, Inc.



VPP

New: BMWC Constructors, Inc
Cummins Seymour Engine Plant
Indiana Environmental Partners a Kiewit/Sargent & Lundy
Joint Venture
Kimball Office Salem
Marathon Pipe Line Company LLC
Nucor Fasteners

Recertified:

RR Donnelley
SABIC Innovative Plastics
Manchester Tank & Equipment
Kimball logistics Services
CF Industries
AKZO Nobel Coatings Inc.

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