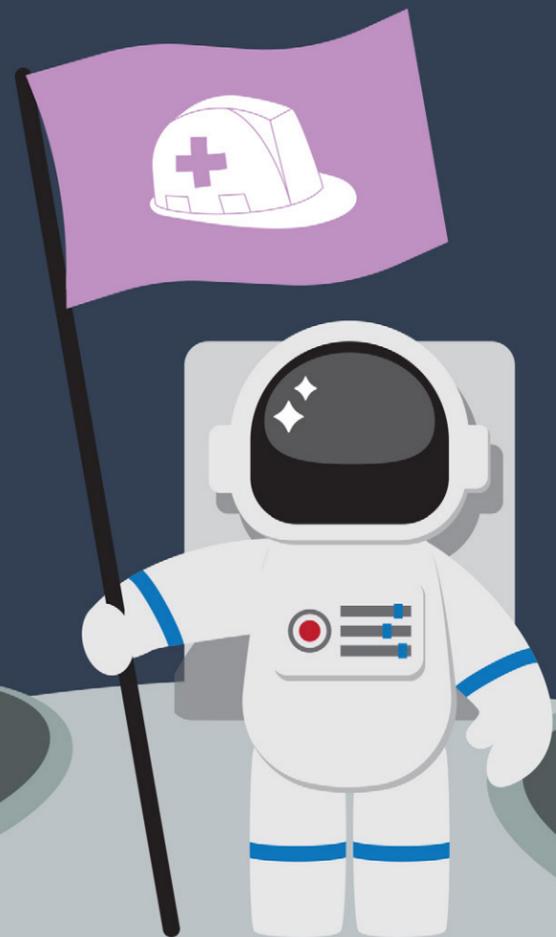


IN Review

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

2018

OUT OF THIS WORLD



SAFETY & HEALTH

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IN Review 2018

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GREETINGS!

THE Indiana Department of Labor (IDOL) is proud to present the 2018 edition of its annual publication, *IN Review*.

We dedicate this year's report to those who go above and beyond in the name of worker protection and hazard prevention. We recognize the explorers in occupational safety and health; those who look for new and innovative ways to improve the well-being of themselves, their coworkers, and other working Hoosiers. Even when we reach the boundaries of what has already been charted, we must continue venturing into the unknown, as that is the only path to discovery. The very idea of space exploration is an excellent metaphor and illustration of determination to expand our knowledge and utilize the things we discover to make ourselves better, both at home and at work.



The IDOL perpetuates the idea that a job well done is a job that's been completed safely. We prioritize education for developing and maintaining occupational safety and health programs for proactive identification and restriction of workplace hazards. All workplaces need a thriving culture of occupational safety and health excellence.

The IDOL is pleased to announce that the 2016 nonfatal occupational injury and illness rate reached a **historic low of 3.5 per 100 full-time workers**. The rate has declined an impressive 69 percent over the last couple of decades.

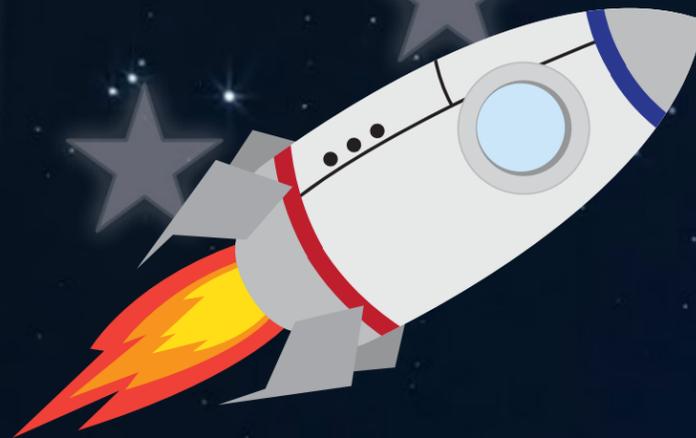
We enjoy the opportunity to showcase and share success stories, innovative programs, and best practices developed by Hoosier employers to protect Hoosier workers. If you would like to contribute your out-of-this-world safety story to be featured in our publication, please contact us (see Page 45) and become a contributor!

It is our intent that you find the information enclosed in the 2018 edition of *IN Review* useful in reviewing and enhancing your own worker safety and health programs. If you have 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 contributions to the safety and health of Hoosier workers.

To your safety and health both on and off the job,

Rick J. Ruble
Commissioner of the Indiana Department of Labor



HOOSIER OCCUPATIONAL SAFETY AND HEALTH IN REVIEW

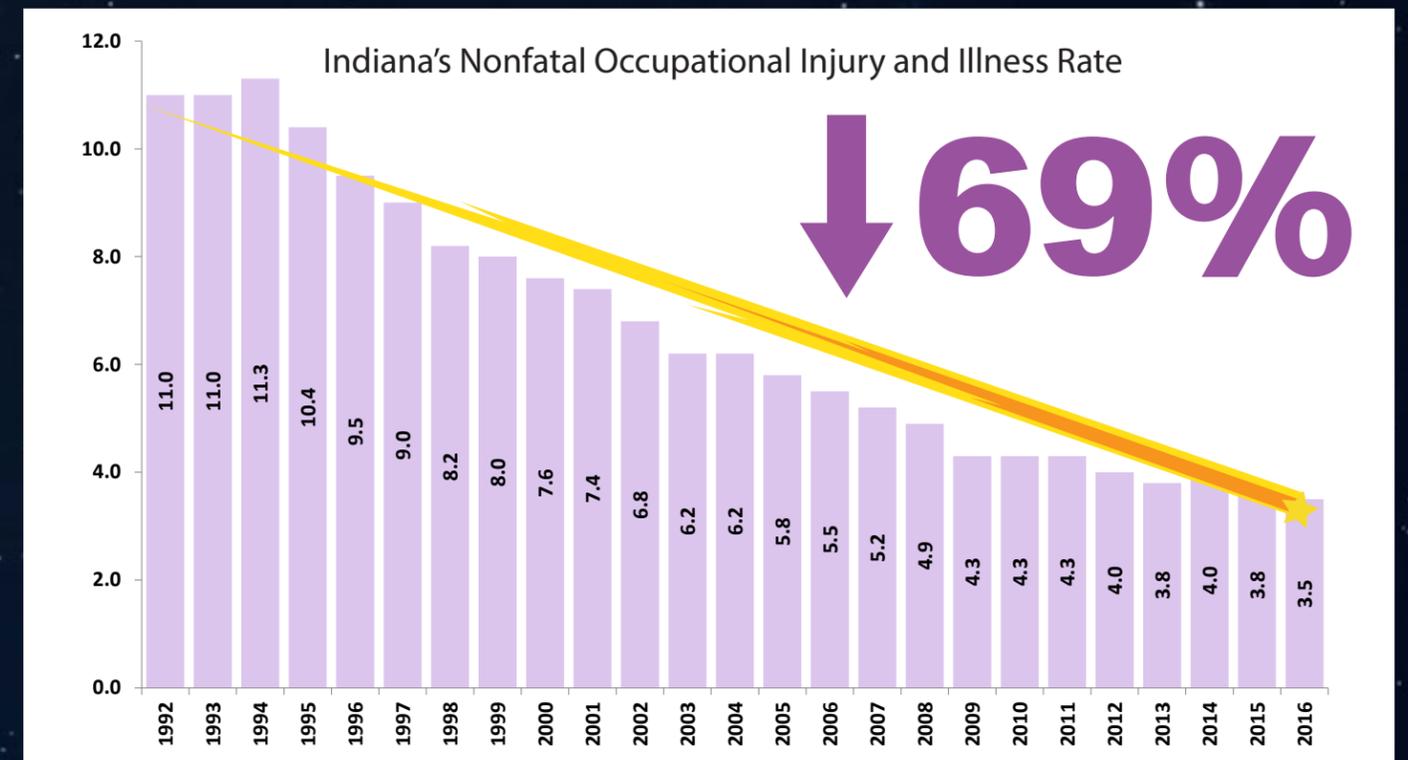
DATA used to compile this edition of *IN Review* were provided by the federal Bureau of Labor Statistics' (BLS) Survey of Occupational Injuries and Illnesses (SOII) and the Census of Fatal Injuries (CFI). Case-specific information and other data were obtained from Indiana Occupational Safety and Health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

Indiana's overall nonfatal occupational injury and illness rate for 2016 was **3.5 per 100 workers**. This means that 3.5 of every 100 full-time workers in Indiana experienced a work-related injury severe enough to require medical treatment beyond first aid.

The 2016 rate is the **lowest rate on record for the state of Indiana** and represents a one-year decline of nearly eight percent from the 2015 rate of 3.8 per 100 workers. In 2016, 13 of the 18 major industries in Indiana experienced a decrease in work-related injuries and illnesses.

Nearly half (49%) of the workplace injuries and illnesses which took place in Indiana in 2016 resulted in one or more days away from work or days with job transfer or restriction for the affected worker.

At the inception of the BLS SOII in 1992, the nonfatal occupational injury and illness rate was 11.0 per 100 workers. The rate reached a high of 11.3 in 1994 and has declined by more than 69 percent over the last 22 years.



SEVERAL OF INDIANA'S INDUSTRIES EXPERIENCED SIGNIFICANT REDUCTIONS IN THEIR RESPECTIVE INJURY AND ILLNESS RATES FOR 2016, INCLUDING:

THE TRANSPORTATION AND WAREHOUSING INDUSTRY



THE ARTS, ENTERTAINMENT, AND RECREATION INDUSTRY



AND THE MANUFACTURING INDUSTRY

While the state's overall nonfatal occupational injury and illness rate was 3.5 per 100 workers in 2016, some Hoosier industries experienced a higher rate.

Indiana industries reporting the highest nonfatal injury and illness rates in 2016 included:

State and Local Government	5.2
Healthcare and Social Assistance	4.9
Arts, Entertainment, and Recreation	4.9

There were 84,300 Hoosier workplace injuries and illnesses reported in 2016. This represents a one-year decrease of five percent from 2015.

Indiana industries with the highest nonfatal injuries and illnesses (in raw numbers) in 2016 included:

Manufacturing	21,500
Healthcare and Social Assistance	14,300
State and Local Government	12,000

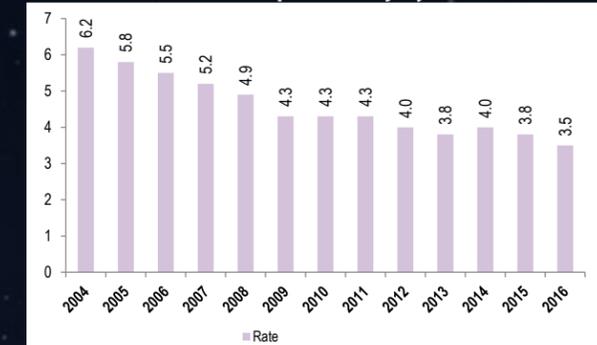
In 2016, Hoosier workplaces reported 137 worker fatalities. This represents an eight-year high for the State of Indiana. Indiana industries with the highest number of work-related fatalities in 2016 included:

Agriculture, Forestry, Fishing, and Hunting	23
Transportation and Warehousing	21
Construction	14

In Indiana in 2016, the leading causes of Hoosier workplace fatalities included:

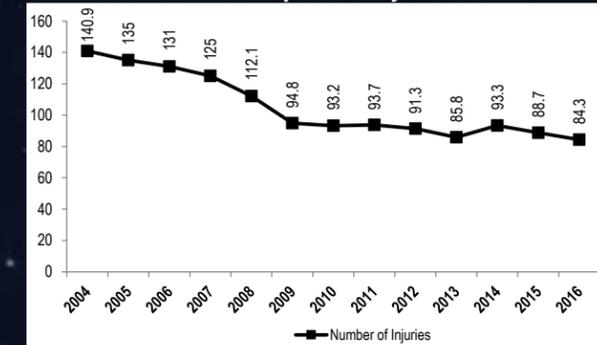
Transportation-related incidents	61
Violence and other injuries by persons or animals	24
Contact with objects and equipment	21

Indiana's Nonfatal Occupational Injury and Illness Rate



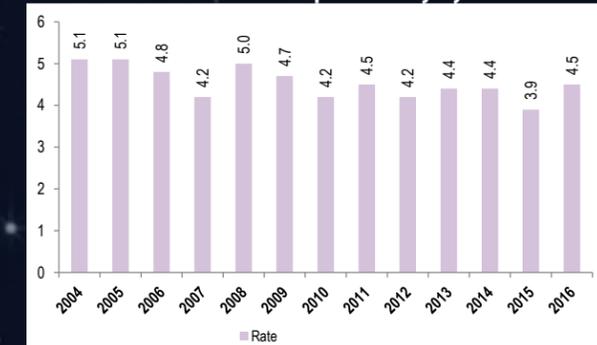
Per 100 full-time workers

Indiana's Nonfatal Occupational Injuries and Illnesses



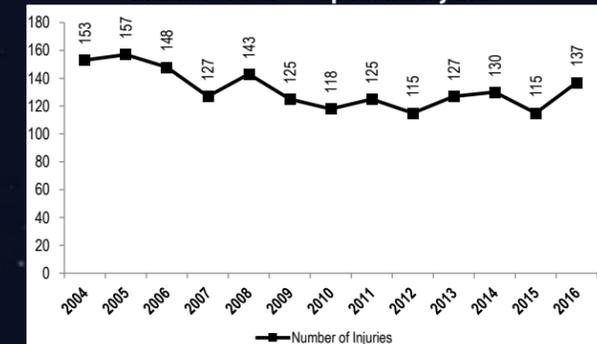
Total cases; Figures in thousands

Indiana's Fatal Occupational Injury Rate



Per 100,000 full-time workers

Indiana's Fatal Occupational Injuries



Total cases

MANUFACTURING

With a rate of 4.1 per 100 workers, the nonfatal workplace injury and illness rate for the Hoosier **manufacturing** industry was a historic low in 2016. The rate also reflects a more than 71 percent decrease in nonfatal worker injuries and illnesses over the last two decades.

Indiana's manufacturing industry is comprised of 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.

Overall, Hoosier manufacturing industry workers suffered 2,300 fewer injuries in 2016 than they did in 2015. The 2016 nonfatal occupational injury and illness rate reflects nearly a 13 percent decrease from 2015 (4.7 per 100 workers).

In 2016, about 18 percent (3,960) of the nonfatal injuries and illnesses suffered by Hoosier manufacturing workers were severe enough to require at least one day away from work to recover. The average number of days away from work in the manufacturing industry in 2016 was seven—one day less than the 2015 average of eight. Employees who suffered from injuries resulting in days away from

work were most often **male** (71%), **Caucasian** (65%), and between the **ages of 45 and 54** (26%). The most common events or exposures resulting in a work-related injury with days away from work in the manufacturing industry in 2016 included **overexertion and bodily reaction** (38%); **contact with objects or equipment** (32%); and **falls, slips, and trips** (20%). Common natures of injuries in the industry in 2016 included **sprains, strains, and tears** (28%); **fractures** (12%); and **cuts, lacerations, and punctures** (9%).

Wood product manufacturing (5.9), **food manufacturing** (5.8), and **transportation equipment manufacturing** (5.3) were the top three sub-industries in Indiana with high nonfatal workplace injury and illness rates.

According to the Bureau of Labor Statistics' (BLS) Census of Fatal Occupational Injuries (CFOI), there were ten Hoosier manufacturing industry worker fatalities in 2016. This represents a decrease of two worker deaths from the 2015 report. According to the BLS 2016 CFOI report, three workers were killed from **falls, slips, and trips**. Three more workers also died as a result of **exposure to harmful substance(s) or environment(s)**.

STATE AND LOCAL GOVERNMENT

Police officers; firefighters; city, county, and municipal workers; and elected officials; are some occupations that comprise public sector workplaces. Some public sector occupational overlap some private industry occupations and duties such as healthcare workers at state-run hospitals.

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.

The 2016 Indiana overall **state and local government** nonfatal worker injury and illness rate was 4.3 per 100 workers. This represents a more than 10 percent single-year rate decrease for the state and local government sector. The 2016 rate also reflects a historic low for the industry.

Public sector workers reported 12,000 occupational injuries or illnesses in 2016—about 1,000 fewer than 2015. Work groups in the state and local government sector with high worker injury and illness rates in 2016 were **transit and ground passenger transportation** (13.0), and **local hospitals** (5.4).

Nearly 18 percent (2,150) of the reported injuries in this sector required the injured or ill worker to miss at least one day of work to mend. The average number of missed workdays in 2016 for state and local government workers was six days—one day fewer than 2015.

More than half of the sector's injuries and illnesses requiring days away from work in 2016 were suffered by **men** (53%). The most frequent injuries suffered by workers in the state and local government sector were **sprains, strains, and tears** (32%). The second most common nature of injury was **soresness and pain** (16%). Work-related **fractures** were the third highest injury suffered by state and local government sector workers (15%).

In 2016, **falls, slips, and trips** (34%) was the primary injury-causing event among Indiana's state and local government workers. **Overexertion and bodily reaction** (24%) and **contact with objects and equipment** (16%) were second and third respectively.

There were six occupational-related fatalities in this sector in 2016. Three of the six fatalities were attributed to **transportation-related events**. Two additional fatalities suffered by workers in the state and local government sector were a result of **violence and other injuries by persons or animals**.

Manufacturing Nonfatal Injury and Illness Rates and Numbers

Year	Employment	U.S.	IN	Number of Injuries and Illnesses	Number of Fatalities
2004	572,000	6.6	9.0	51,400	15
2005	571,000	6.3	8.3	48,600	10
2006	570,000	6.0	7.3	41,900	13
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		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

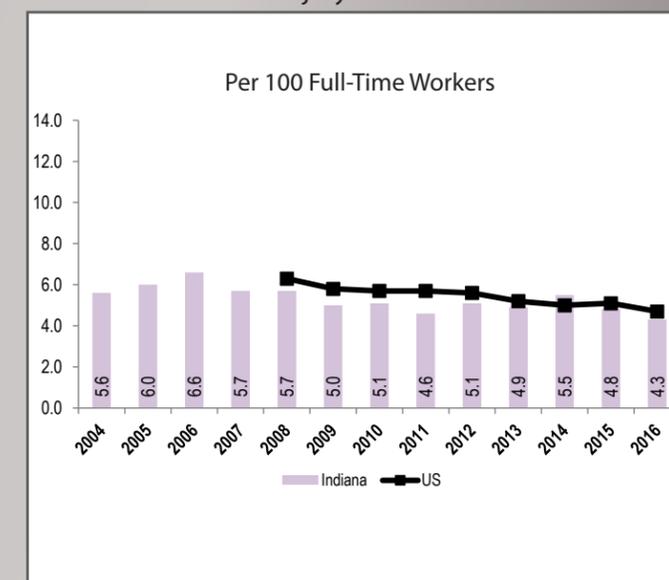
U.S. and Indiana Manufacturing Nonfatal Injury and Illness Rates



State and Local Government Nonfatal Injury and Illness Rates and Numbers

Year	Employment	U.S.	IN	Number of Injuries and Illnesses	Number of Fatalities
2004	360,900		5.6	16,900	6
2005	362,200	DATA UNAVAILABLE	6.0	17,500	9
2006	360,300	DATA UNAVAILABLE	6.6	19,700	7
2007	361,200	DATA UNAVAILABLE	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		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

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



AGRICULTURE, FORESTRY, FISHING, AND HUNTING

Approximately four (4.1) of every 100 workers in the Hoosier **agriculture, forestry, fishing, and hunting** industry suffered a work-related injury or illness in 2016. The industry's 2016 nonfatal workplace injury and illness rate was 42 percent lower than the 2015 nonfatal workplace injury and illness rate of 7.1 per 100 workers.

The sub-industry within the Hoosier agriculture, forestry, fishing, and hunting industry with a rate higher than the overall industry in 2015 was **animal production and aquaculture** (9.6). The animal production and aquaculture sub-industry rate illustrates a one-year increase of 37 percent.

Nearly one-quarter of the work-related injuries involved required the worker to miss one or more days of work. The average number of days away from work for an injured worker in the industry in 2016 was ten—four days longer than the 2015 average.

The most common event or exposure resulting in an injury with days away from work in the agriculture, forestry, fishing, and hunting industry in 2016 was **contact with**

object or equipment (45%). The second most common event category was **falls, slips, and trips** (36%). The first and second common natures of injuries in the industry in 2016 were tied with 27 percent and included **fractures** and **soreness and pain**.

While nonfatal worker injuries and illnesses among agriculture, forestry, fishing, and hunting employees decreased over the last year, work-related fatalities did not. Indiana's agriculture, forestry, fishing, and hunting industry experienced 33 fatalities in 2016, an increase of 43 percent from the 2015 total of 23 fatal events and the highest number of fatalities in any Hoosier industry. **Transportation-related incidents** accounted for 15 of the 33 fatalities in this industry (45%), with most of these fatal injuries resulting from nonroadway incidents involving motorized land vehicles (11) and roadway incidents involving motorized land vehicles (3). Nineteen (19) of the 33 total fatalities in agriculture, forestry, fishing, and hunting were attributed to the **crop production segment**. Eleven (11) fatalities occurred in **animal production and aquaculture** and three (3) occurred in **forestry in logging**.

HEALTHCARE AND SOCIAL ASSISTANCE

Nursing assistants, nurses, case managers, physicians, and others are examples of those who provide critical medical services and interventions during times of sickness and injury. However, healthcare workers themselves face a number of serious and complex safety and health hazards. Hazards faced by these workers include bloodborne pathogens and biological hazards, potential 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 2016, the Hoosier **healthcare and social assistance** nonfatal injury and illness rate was 4.9 per 100 workers. The 2016 rate remains unchanged from 2015 as the lowest rate on record for the Hoosier industry. The national nonfatal injury and illness rate for the healthcare and social assistance industry for 2016 was 4.2.

Sub-industries within the Hoosier healthcare and social assistance industry with high nonfatal worker injury and illness rates in 2016 included **nursing and residential care facilities** (7.4) and **hospitals** (5.9).

In 2016, Indiana healthcare and social assistance workers experienced more than 14,000 work-related injuries, and over 2,500 of these injuries were severe enough to

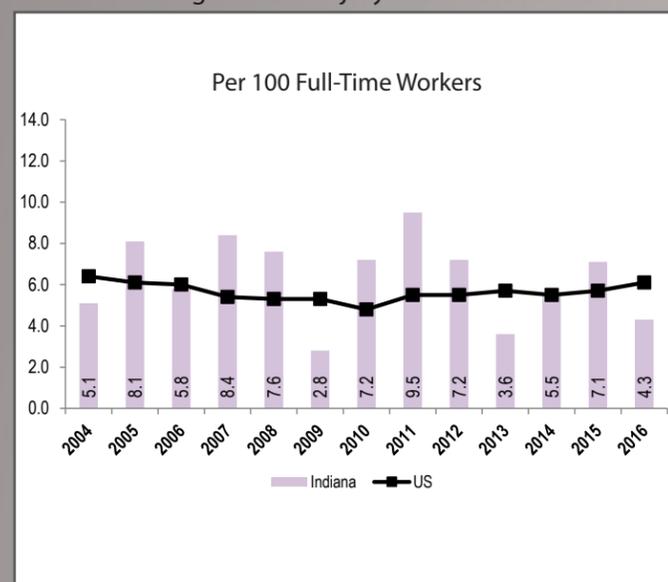
require at least one day away from work for the worker to recuperate. The average number of days away from work in the healthcare and social assistance industry in 2016 was six—unchanged from 2015. Employees who suffered these injuries were most often **female** (86%), **Caucasian** (58%), and between the **ages of 45 and 54** (26%). Common events or exposures resulting in an injury requiring days away from work in the healthcare and social assistance industry in 2016 included **overexertion and bodily reaction** (42%); **falls, slips, and trips** (28%); and **violence by other persons or animals** (14%). In 2016, the most common natures of injuries suffered by Hoosier healthcare and social assistance workers included **sprains, strains, and tears** (47%); **soreness and pain** (17%); and **bruises and contusions** (10%). The most frequent sources of injuries were most often identified as the following: **persons other than the injured worker** (41%); **floors, walkways, and ground surfaces** (20%); and **person, injured or ill worker** (13%).

According to the Bureau of Labor Statistics (BLS) 2016 CFOI report, there were two work-related fatalities in 2016 in the Hoosier healthcare and social assistance industry. Due to BLS confidentiality restraints, additional information about the worker fatalities in this industry in 2016 is unavailable.

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
2004	9,000	6.4	5.1	400	30
2005	8,800	6.1	8.1	600	26
2006	8,800	6.0	5.8	500	12
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	17
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

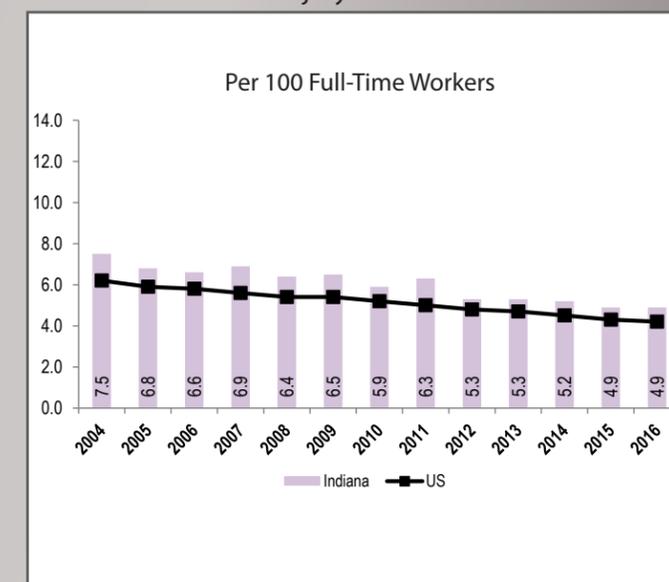
U.S. and Indiana Agriculture, Forestry, Fishing, and Hunting Nonfatal Injury and Illness Rates



Healthcare and Social Assistance Nonfatal Injury and Illness Rates and Numbers

Year	Employment	U.S.	IN	Number of Injuries and Illnesses	Number of Fatalities
2004	303,200	6.2	7.5	18,600	3
2005	308,400	5.9	6.8	16,100	4
2006	316,000	5.8	6.6	16,500	--
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

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



TRANSPORTATION AND WAREHOUSING

The 2016 nonfatal occupational injury and illness rate for the Indiana **transportation and warehousing** industry was 3.4 per 100 workers. This represents a historic low for the industry and a one-year decrease of more than 26 percent from the 2015 rate of 4.6.

Sub-industries within the transportation and warehousing industry with high nonfatal worker injury and illness rates in 2016 included the **couriers and messengers** (7.9), **warehousing and storage** (5.1), and **truck transportation** (4.7). All three sub-industries had rates above the industry's statewide average.

In raw numbers, workers in the transportation and warehousing industry suffered 5,700 nonfatal injuries and illnesses. Nearly half of these injuries were severe enough to require at least one day away from work for the worker to recover. The average number of days away from work in the transportation and warehousing industry in 2016 was nine—two days less than the 2015 average of 11.

Employees who suffered these injuries were most often **men** (78%), **Caucasian** (78%), and between the **ages of 35-44** (25%). The most common event or exposure resulting in an injury with days away from work for workers in the industry in 2016 was **overexertion and bodily reaction** (32%). The second and third most common events or exposures were **falls, slips, and trips** (31%) and **contact with objects and equipment** (19%). Injuries resulting in days away from work were most often suffered by workers in the transportation and warehousing industry in Indiana in 2016 were most often **sprains, strains, and tears** (46%); **soreness and pain** (14%); and **fractures** (10%).

With 21 fatalities, Indiana's transportation and warehousing industry experienced the second highest number fatal occupational injuries in 2016—down 22 percent from 27 in 2015. The **truck transportation** sub-industry experienced 18 of these fatal injuries, with 14 falling under the general **freight trucking, long distance**.

RETAIL TRADE

Retail industry establishments include clothing, grocery, and convenience stores; automobile dealerships; home supply centers; and many others. The industry is a very important provider of both services and employment for Hoosiers.

In 2015, the nonfatal occupational injury and illness rate for the retail trade industry was at a six-year high. In 2016, the industry's rate decreased by five percent. The 2016 rate for the retail trade industry is 3.8 per 100 full-time workers. The Indiana retail trade industry rate was higher than the U.S. industry rate of 3.3. Sub-industries within the Hoosier retail trade industry with workplace injury and illness rates above the overall industry average included **food and beverage stores** (6.0) and **building material and garden equipment supplies dealers** (4.8).

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 which may be caused by excessive lifting and bending, extended reaching, and 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.

Hoosier retail trade industry workers suffered nearly 2,500 injuries which resulted in one or more days away from work for the affected worker to recover. On average, these injured workers missed nine days of work—three more than the 2015 average of six. Workers who suffered these injuries were most often **women** (60%) between the **ages of 45 and 54**.

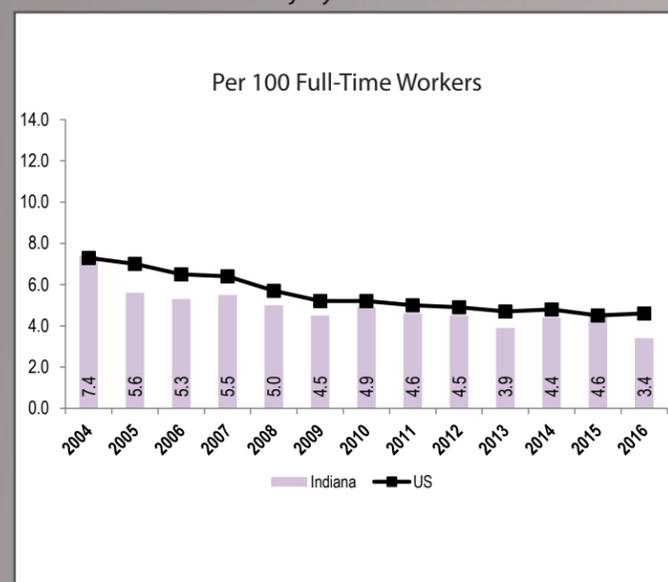
The most frequent injury-causing event was **contact with objects and equipment** (31%), followed by **falls, slips, and trips** and **overexertion and bodily reaction**, both with 27 percent. The most common nature of injury requiring days away from work in the retail trade industry in 2016 was **cuts, lacerations, and punctures** (27%). **Sprains, strains, and tears** (22%) was second. The sources of the majority of the injuries were most often **containers** (21%) and **floors, walkways, and ground surfaces** (18%).

The retail trade industry saw a sharp increase from four fatal injuries in 2015 to 11 in 2016. This increase represents a nine-year high for the retail trade industry. **Violence and other injuries by persons or animals** was the leading cause of fatal occupational injury for workers in the retail trade industry. The second leading cause was **transportation-related incidents** (3).

Transportation and Warehousing Nonfatal Injury and Illness Rates and Numbers

Year	Employment	U.S.	IN	Number of Injuries and Illnesses	Number of Fatalities
2004	101,800	7.3	7.4	7,000	27
2005	105,200	7.0	5.6	6,300	28
2006	108,800	6.5	5.3	5,900	34
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		4.9	4.5	5,000	21
2013		4.7	3.9	4,500	25
2014		4.8	4.4	5,000	13
2015		4.5	4.6	5,700	27
2016		4.6	3.4	5,700	21

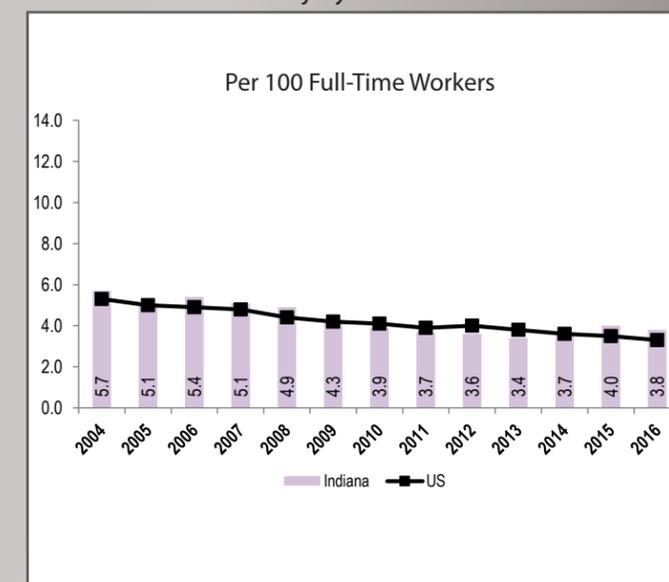
U.S. and Indiana Transportation and Warehousing Nonfatal Injury and Illness Rates



Retail Trade Nonfatal Injury and Illness Rates and Numbers

Year	Employment	U.S.	IN	Number of Injuries and Illnesses	Number of Fatalities
2004	332,900	5.3	5.7	13,700	17
2005	332,100	5.0	5.1	13,000	13
2006	330,700	4.9	5.4	13,700	5
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		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

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. Among other places, Hoosiers in this industry work in hotels, restaurants, and vacation camps. These workers provide state visitors with lodging and food and beverage services and are critical to providing the “Hoosier hospitality” that Indiana is known for delivering.

In 2016, leisure and hospitality industry workers suffered more than 5,000 work-related injuries and illnesses. Treatment for these incidents were beyond typical first aid. The Indiana 2016 nonfatal occupational injury and illness rate for the accommodation and food services industry was 3.4. The 2016 rate reflects an uptick in work-related injuries and illness of almost nine percent from the 2015 rate of 3.1 per 100 full-time workers.

Nearly one-quarter (24%) of those injuries and illnesses required the injured or ill worker to miss at least one

day of work to rehabilitate. The average number of days an injured or ill worker in the accommodation and food services industry spent in 2016 was 12—eight days longer than the 2015 average of four. In 2016, injured or ill workers in the industry most often suffered from **sprains, strains, and tears** (26%); **fractures** (21%); and **thermal burns** (13%). These injuries were most often attributed to **falls, slips, and trips** (51%); **contact with objects and equipment** (27%), and **exposure to harmful substances or environment** (11%). Contrary to the 2015 report, workers who suffered injuries were most often **female** (56%) and between the **ages of 35 and 44** (18%).

In 2016 in Indiana, six workers were killed in the accommodation and food services sub-industry. According to the 2016 Bureau of Labor Statistics (BLS) CFOI, three (50%) of the six work-related deaths were attributed to **slips, trips, and falls**.

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 wide range 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 2016 nonfatal occupational injury and illness rate for the Indiana arts, entertainment, and recreation sub-industry was 4.9 per 100 workers. This reflects a significant one-year decrease (23%) from the 2015 rate of 6.3 per 100 workers. The 2016 rate is tied with the 2011 rate as the lowest on record for the arts, entertainment, and recreation sub-industry.

Workplace safety and health hazards in this sub-industry include noise, engine exhaust, 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 1,200 nonfatal workplace injuries and illnesses. Ten percent (120) of these injuries

were severe enough to require at least one day away from work for the worker to recover. The average number of days away from work the sub-industry in 2016 was six—one day longer than the 2015 average of five. Workers who suffered from these injuries were most often **female** (58%), **Caucasian** (33%), and between the **ages of 25 and 34** (33%).

In 2016, 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** (42%). The second and third most common events or exposures were **overexertion and bodily reaction** (25%) and **contact with objects and equipment** (17%). Injuries resulting in days away from work most often suffered by workers in the arts, entertainment, and recreation sub-industry in Indiana in 2016 were **cuts, lacerations, and punctures** (25%); followed by **sprains, strains, and tears** (17%).

According to the Bureau of Labor Statistics (BLS) 2016 CFOI report, there were three work-related deaths suffered by workers in the arts, entertainment, and recreation sub-industry in 2016. Due to BLS confidentiality restraints, additional information about the worker fatalities in this industry in 2016 is unavailable.

Accommodation and Food Service Nonfatal Injury and Illness Rates and Numbers

Year	Employment	U.S.	IN	Number of Injuries and Illnesses	Number of Fatalities
2004	230,000	4.5	5.1	7,400	--
2005	232,900	4.5	4.3	6,100	5
2006	236,100	4.5	4.2	6,300	3
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	DATA UNAVAILABLE	3.7	3.5	5,300	4
2014	DATA UNAVAILABLE	3.5	3.3	5,000	5
2015	DATA UNAVAILABLE	3.3	3.1	4,800	7
2016	DATA UNAVAILABLE	3.3	3.4	5,400	6

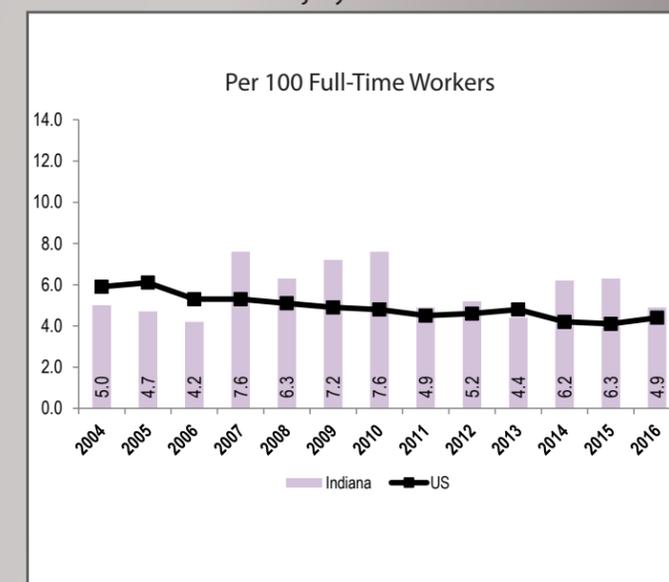
U.S. and Indiana Accommodation and Food Service Nonfatal Injury and Illness Rates



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

Year	Employment	U.S.	IN	Number of Injuries and Illnesses	Number of Fatalities
2004	44,300	5.9	5.0	1,300	4
2005	43,800	6.1	4.7	1,400	--
2006	43,300	5.3	4.2	1,200	--
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	DATA UNAVAILABLE	4.8	4.4	1,100	1
2014	DATA UNAVAILABLE	4.2	6.2	1,500	3
2015	DATA UNAVAILABLE	4.1	6.3	1,500	1
2016	DATA UNAVAILABLE	4.4	4.9	1,200	3

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



MINING

Coal has many important uses worldwide. The most significant uses of coal are in electricity generation, steel production, cement manufacturing, and as a liquid fuel. There are seven active underground coal mines in Indiana. The 2016 nonfatal occupational injury and illness rate for the Indiana **mining** industry was 2.6 per 100 workers.

Workers in the Hoosier mining industry suffered 200 work-related injuries and illnesses. Forty-five percent (90) of these injuries required the worker to miss at least one day of work to recuperate. On average, injured or ill workers missed 35 days of work in 2016. This represents a significant increase of 18 days from the 2015 average of 17. All work-related injuries requiring days away from work in the Hoosier mining industry were suffered by **men**.

The most common injury category suffered by workers in this industry resulting in lost work time in 2016 was **sprains, strains, and tears** (43%). The second most common category was **fractures** (29%). Frequent injury events or exposures experienced by Indiana mining industry workers in 2016 were **contact with objects and equipment** and **overexertion and bodily reaction**, tied with 43% each.

While the rate 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 rate was also 2.4 per 100 workers—11 percent below the overall mining industry average.

The Indiana Bureau of Mines and Mine Safety, located in Vincennes, Indiana, works very closely with mine management, labor, and the federal Mine Safety and Health Administration (MSHA). The Indiana Bureau of Mines conducts an inspection of each underground coal mine at least once per quarter. These inspections are conducted by the assistant commissioner of the Bureau of Mines or the chief mine inspector, both individuals are certified mine foremen. All safety and health violations identified are required to be corrected immediately. In addition to this inspection, MSHA inspectors conduct frequent enforcement inspections of the mines as well.

The mining industry did not experience any occupational-related fatalities in 2016.

CONSTRUCTION

Indiana’s **construction** workers are responsible for cleaning and preparing construction sites by removing debris, loading and unloading materials, digging trenches, as well as other activities. Workers in the construction industry are exposed to many occupational hazards which include falls from elevated workplaces such as ladders, roofs, and other structures; working with machinery, equipment, 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 industry.

The 2016 nonfatal occupational injury and illness rate for the construction industry was 2.8 per 100 workers. The 2016 rate is unchanged from 2015 and is tied with 2013 as the lowest rate on record for the Hoosier construction industry.

The sub-industry within the construction industry with the highest nonfatal worker injury and illness rate in 2016 was the **specialty trade contractors** (2.9). Jobs in this construction industry include painters and plumbers as well as many others. All other construction sub-industries were either tied with or lower than the industry average.

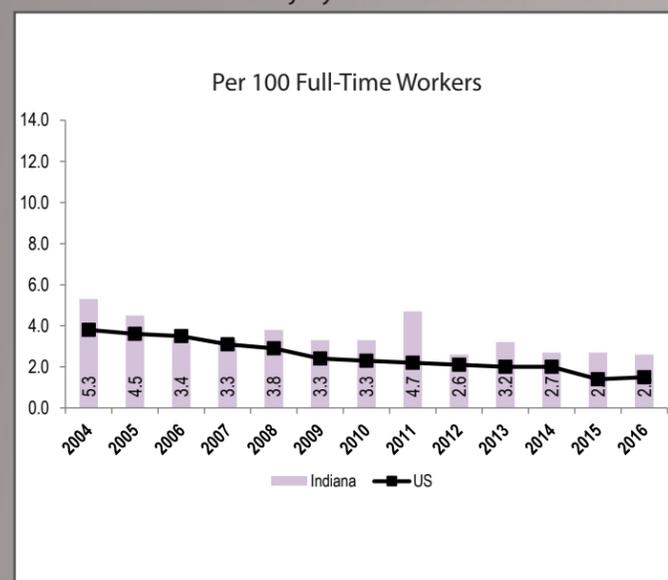
In 2016, Hoosier construction workers experienced more than 1,500 injuries severe enough to require at least one day away from work for the worker to rehabilitate. The average number of days away from work in the construction industry in 2016 was 27—12 days longer than 2015 and the second highest of any other major Hoosier industry. The highest number of days away was experienced by workers in the **mining** (37 days) industry. Employees who suffered these injuries were most often **male** (99%), **Caucasian** (90%), and between the **ages of 25 and 34** (26%). Common events or exposures resulting in an injury with days away from work in the construction industry in 2016 was a tie between **contact with objects and equipment** and **falls, slips, and trips** (38%). Frequent natures of injuries in the industry in 2016 were **cuts, lacerations, and punctures**, which was tied with **fractures** (30%); and **sprains, strains, and tears** (16%).

In 2016, there were 14 workplace deaths in the Hoosier construction industry. According to the Bureau of Labor Statistics (BLS) CFI, seven (50%) of the fatalities in the construction industry were **transportation-related incidents**.

Mining Nonfatal Injury and Illness Rates and Numbers

Year	Employment	U.S.	IN	Number of Injuries and Illnesses	Number of Fatalities
2004	6,700	3.8	5.3	400	--
2005	6,500	3.6	4.5	300	--
2006	6,500	3.5	3.4	200	--
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		2.1	2.6	200	--
2013		2.0	3.2	200	1
2014		2.0	2.7	200	1
2015		1.4	2.7	200	--
2016		1.5	2.6	200	--

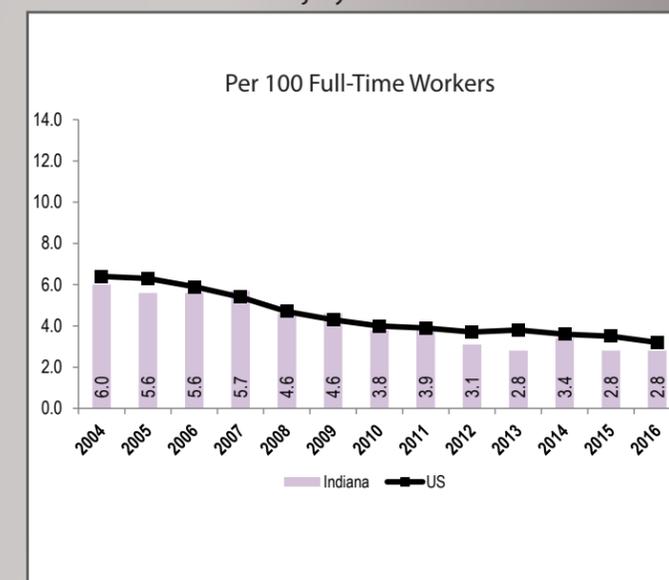
U.S. and Indiana Mining Nonfatal Injury and Illness Rates



Construction Nonfatal Injury and Illness Rates and Numbers

Year	Employment	U.S.	IN	Number of Injuries and Illnesses	Number of Fatalities
2004	143,300	6.4	6.0	7,900	21
2005	144,600	6.3	5.6	7,500	27
2006	146,600	5.9	5.6	7,600	27
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		3.7	3.1	3,600	20
2013		3.8	2.8	3,000	15
2014		3.6	3.4	3,700	18
2015		3.5	2.8	3,400	11
2016		3.2	2.8	3,600	14

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



FOCUSING ON CONSTRUCTION



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THE Indiana Department of Labor prioritizes safety and health outreach for all Hoosier industries, but especially those who experience high frequencies of injuries, illnesses, and fatalities, such as the construction industry. We present a look into the top four most common fatal injuries suffered by workers within construction.

CAUGHT-IN

Caught-in hazards occur when a worker can be caught inside or between two objects. These hazards are most often present when working near heavy equipment.

Workers must be aware of these hazards and never place themselves between a piece of heavy equipment and an immovable object. In some instances, caught-in hazards exist when a guard is removed or disabled on machinery or a piece of equipment. Workers must never place their hands or body near moving or rotating parts, regardless of the speed.

IT HAPPENED HERE

March 2, 2016 | Morgan County

A construction employee was removing a tarp from a semi-trailer sitting in a lay down yard. As the employee was removing the tarp, the semi-truck pulled past the trailer and backed up with the intention of hooking up to the trailer. The employee was trapped between the semi-truck and trailer killing the employee.

STRUCK-BY

Whether routinely working on or near heavy equipment or machinery; near motor vehicle traffic in a construction work zone; or nearby unstable masonry walls, construction workers are subjected to struck-by hazards. These incidents often result in serious and debilitating injuries or fatalities.

There are generally many activities taking place on construction worksites at any given time. To stay safe, workers must be cognizant of their surroundings at all times. Employers must conduct pre-shift safety discussions to alert workers of the hazards associated with the day's tasks and how to report potential safety or health concerns to ensure immediate correction.

IT HAPPENED HERE

October 12, 2016 | Lake County

Three construction crew employees were working at a roadside construction work zone on a sectioned-off portion of an interstate. Orange cones were used to designate the sectioned-off area due to the short duration of the project. The road's speed limit was reduced to 45 miles per hour through the work zone. A vehicle traveling in the open lane was speeding when it lost control, entering the work area and striking one of the employees, killing him.

FALLS

Falls are the leading cause of death among construction industry workers. Fall hazards are present at nearly every construction worksite. Any walking or working surface could be a potential concern as a fall hazard is defined as anything at a worksite that could cause a worker to lose his or her balance or bodily support and result in a fall.

Generally speaking, the construction workplace safety and health standards require workers to have fall protection at six or more feet when exposed to a fall hazard. To protect workers from suffering serious injury or death from fall hazards, employers must provide fall protection and the right equipment for the job, including the appropriate type of ladders, scaffolds, and safety gear.

IT HAPPENED HERE

May 12, 2017 | Tippecanoe County

A crew was re-roofing a one-story apartment club house. Fall protection in use for the project consisted of harnesses and rope grabs connected to designated tie-off points. While the majority of the crew worked on one side, an employee worked alone on the other. The employee had been wearing fall protection before the accident, however he had unhooked from his safety rope for a short time. The employee was later found motionless on the concrete below.

ELECTROCUTION

Major electrocution hazards of which employers and employees should be aware of include power lines, energy sources (live parts, damaged or bare wires, defective equipment, and tools), and improper use of extension and flexible cords. These hazards present significant danger to construction industry workers.

Overhead and buried power lines are especially hazardous because they carry an extremely high voltage. Work with the utility company to ensure power lines have been de-energized and visibly grounded or insulated sleeves have been installed. Warning lines must be installed to alert workers of the horizontal and vertical power line clearance distances. Ensure all equipment and/or the work activity is located within a safe working distance of any power lines. Any tools or materials used by workers need to be made from nonconductive materials.

The major hazards associated with energized sources are electrical shock and burns. Electrical shock occurs when the body becomes part of the electric circuit. Treat equipment with care – never rip or yank a cord from a socket to disconnect it as this causes damage and can expose hazardous wires. Ensure all cords are kept away from heat, oil, and sharp edges to prevent fraying.

IT HAPPENED HERE

August 2, 2013 | Vanderburgh County

A crew was re-roofing a single family home. An employee was working on a ladder in close proximity to where the electrical lines entered the house. The employee slipped slightly on the ladder, making contact with the electric service. He was electrocuted and later pronounced deceased.



SHOULD YOU BE ELECTRONICALLY REPORTING?



ONE of the most-discussed, most-asked, and most-requested topics of the past couple years has been **electronic recording and submission of occupational injury and illness information**. Despite delays and minor adjustments, the move to electronic reporting is now moving forward and the Indiana Department of Labor (IDOL) is here to support Hoosier employers during this change.

In May of 2016, the federal Occupational Safety and Health Administration (OSHA) finalized a rule that, among other things, included changes to **29 CFR 1904.41 (Electronic submission of injury and illness records to OSHA)** that requires electronic submission of certain records by certain employers and businesses. To view the OSHA standard online, visit <http://tiny.cc/OSHArecordkeeping>.

Employers required to submit records are described in sections *1904.41(a)(1)* and *1904.41(a)(2)*. Generally speaking, employers with 250 or more employees who are required to maintain OSHA records, otherwise referred to as *(a)(1)* establishments, are required to electronically submit information from the three recordkeeping forms (Forms 300A, 300, and 301) once a year. Employers with at least 20 employees, but less than 250, must first determine if their establishment is classified by OSHA in an industry that is listed in Appendix A to Subpart E of Part 1904. If it is, these employers are referred to as *(a)(2)* establishments and must electronically submit Form 300A once a year. Employers with less than 250 employees and that are not listed in Appendix A do not have to electronically submit any OSHA forms. Therefore, the size and industry classification of an employer's establishment will determine what, if any, records must be electronically submitted.

Previously, the first required electronic submission of records under the new rule was to be Form 300A by both *(a)(1)* and *(a)(2)* establishments, for the calendar year of 2016, with a deadline of July 1, 2017. However, as many are aware, federal OSHA's online submission system was not ready to launch and partially slowed the "rollout" of the new process. On June 28, 2017, federal OSHA proposed to delay the initial submission deadline by a few months to December 1, 2017. When the Final Rule for delay was published by federal OSHA, the deadline was pushed back to December 15, 2017, the enforcement date by which submission of 2016 electronic records was to be completed. For many reasons, including the late launch and general confusion, Indiana OSHA elected not to enforce electronic submission of any 2016 OSHA records, but rather to assist with understanding and educating employers on the new process.

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More recently, federal OSHA has "announced that it will issue a notice of proposed rulemaking (NPRM) to reconsider, revise, or remove provisions of the "Improve Tracking of Workplace Injuries and Illnesses" final rule, including the collection of the Forms 300/301 data." It is not accepting Form 300 or 301 data from *(a)(1)* establishments at this time. **Therefore, Indiana intends to begin enforcing electronic submission of only 2017 Form 300A Summary data by *(a)(1)* and *(a)(2)* establishments by July 1, 2018.**

In 2019, all previous year required forms for all *(a)(1)* and *(a)(2)* establishments will be required to be electronically submitted by March 2nd, and will be required annually thereafter. This decision is consistent with federal OSHA enforcement. Gaining an understanding of your worksite's classification will help in complying with these deadlines.

Federal OSHA launched its electronic submission site, the **Injury Tracking Application (ITA)**, on August 1, 2017 and it is currently operational. While IOSHA is not currently enforcing compliance until the July 2018 deadline, the division greatly encourages Hoosier employers to create an account and prepare to submit records properly on the ITA. Getting a head-start on utilizing the system will spare employers a great deal of grief and time in the long-run. Access to the ITA and additional information about submitting records to federal OSHA is available at www.osha.gov/injuryreporting.

"Determining your employee classification will be essential in moving forward with the electronic submission process."

While reading information on the federal OSHA website, please remember that IOSHA adopts many federal rules identically, but enforcement deadlines may vary by comparison.

INSafe, the education and consultation division of the Indiana Department of Labor, can provide policy and OSHA standard support for Hoosier employers. If you have questions regarding OSHA injury and illness forms or requirements, please feel free to call **(317) 232-2688** or email insafe@dol.in.gov. Please be advised that INSafe and other Indiana Department of Labor agency staff can't provide technical support for the ITA, as the system is managed by federal OSHA. If you would like assistance or additional information about the electronic submission system, please visit www.osha.gov/injuryreporting.

The Numbers and Negatives of WORKPLACE DRUG ABUSE

THE U.S. Surgeon General estimates that 21 million Americans are living with substance use disorder. Opioid painkiller abuse, specifically, has reached epidemic levels at the national and state level. Indiana has been hit hard as overdoses and deaths continue to increase.

On October 1, 2017, the *Indianapolis Star* began a year-long series detailing the effect of the opioid crisis and its effect on Hoosier schools, health care systems, businesses, public safety, and more. Some of their early reports included shocking statistics:

- Hoosier drug poisoning deaths have increased by 500 percent since 1999.
- More than five percent of people in Indiana (286,000 Hoosiers) report having engaged in the nonmedical use opioid pain relievers.
- Over the last 3 years, drug-related arrests by the Indiana State Police increased by more than 40 percent.

In 2016, more than 750 Hoosiers died from an opioid overdose.

Reality In Numbers

As the numbers of fatal drug overdoses have increased both nationally and in Indiana, so, too, have the numbers of fatal workplace overdoses. The Bureau of Labor Statistics' (BLS) Census of Fatal Occupational Injuries (CFOI) shows that fatal workplace overdoses has increased by nearly 300 percent nationally since 2012. The numbers show a similar trend in Indiana, but with some fluctuation—from a low of three cases in 2012 to 11 in 2015.

Number of Work-Related Fatal Drug Overdose Cases, 2012 - 2016*

YEAR	NATIONAL CASES	INDIANA CASES
2012	78	3
2013	113	8
2014	125	5
2015	171	11
2016	224	4

Source: Bureau of Labor Statistics, Census of Fatal Occupational Injuries
*Includes cases involving both legal and illegal drugs & drug overdose suicides



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Joe Black
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BLS Program Coordinator

The grim fact is that these figures only include cases of overdose. There is very little data, locally or nationally, to show how many fatal or nonfatal workplace injuries result from impairment from legal or illegal drug use. A March 15, 2017 *New York Post* article titled "American workers hit 10-year-high for drug use: survey" revealed a National Safety Council survey found that more than 70 percent of U.S. employers are dealing with the direct impact of prescription drug misuse in the workplace. A study from *Quest Diagnostics* published in 2017 showed that 4.2 percent of the U.S. workforce tested positive for illicit drugs in 2016, the highest rate since 2004. The surge in failed drug tests was driven by increases in marijuana, cocaine and methamphetamine use.

These increases in workplace drug misuse can result in increased healthcare costs for employers, as the medical costs for drug-abusing employees can be three-times higher than the costs for those who do not abuse drugs. The annual cost of untreated substance abuse ranges from \$2,600 per employee in agriculture to more than \$13,000 per employee in information and communications.

What is being done to combat the opioid problem in Indiana?

In January 2017, Governor Eric Holcomb appointed former Central Indiana Goodwill CEO Jim McClelland the new drug czar for Indiana, overseeing efforts to combat the opioid crisis. McClelland's objectives include making naloxone more accessible and increasing the options for effective addiction treatment. The state is using most of a \$10.9 million federal 21st Century Cures Act grant to help create additional treatment statewide for those who cannot otherwise pay for substance abuse care.

On October 10, 2017, Indiana University President Michael McRobbie announced that Indiana University will partner with the Indiana Governor's Office and IU Health to tackle the state's opioid crisis head-on by devoting \$50 million over the next five years and more than 70 researchers to the problem as part of the school's Grand Challenges Program.

What can employers do?

The National Safety Council offers the following tips for employers to help combat the rising costs and safety issues that drug abuse can cause in the workplace:

- Recognize prescription drugs impact the bottom line
- Enact strong company drug policies
- Expand drug panel testing to include opioids
- Train supervisors and employees to spot the first signs of drug misuse
- Treat substance abuse as a disease
- Leverage employee assistance programs to help employees return to work

To estimate the costs your company could incur with untreated substance abuse, use the Substance Use Cost Calculator for Employers on the National Safety Council's website at www.nsc.org/drugsatwork. Additional information about Indiana's state and county numbers for drug overdoses, and information relating to the opioid epidemic may be found on the Indiana State Department of Health's website at www.in.gov/bitterpill.

Additional Assistance

INSafe provides cost-free workplace safety and health consultation services and sample programs to Hoosier employers. Reach INSafe by phone at (317) 439-8055, by email at insafe@dol.in.gov, or schedule a consultation at www.in.gov/dol/insafeconsultation.

Keeping The Office

Safe



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Coordinator

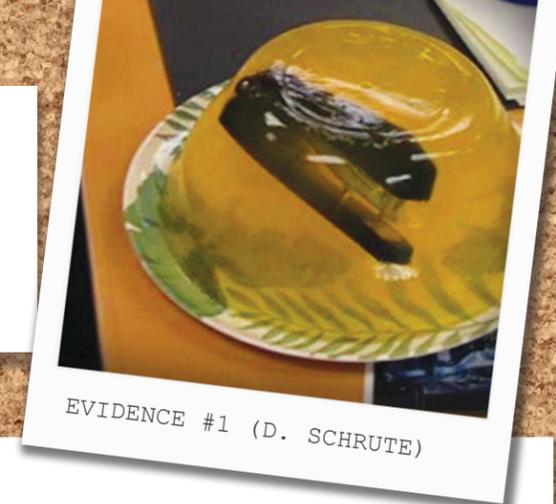
WHETHER you're a common American office of sales people and accountants or the headquarters of a national technology company, **office safety and health** will be essential to a successful workplace culture. We're not pranking you—taking small preventative steps will spare you a lot of grief in the long run.

The following information is a series of condensed "best practices" and preventative steps to reducing or eliminating common office and workplace hazards. Overall, communication and a detailed safety and health program will be vital in protecting yourself and your coworkers in the office. If you are unsure about your workplace's specific safety and health program, please contact your supervisor or manager for the information you need to stay safe.

If you would like help enhancing or adapting your workplace's safety and health program, contact INSafe to schedule a free safety and health consultation. INSafe provides education and consultation services at no cost to Hoosier employers. You may reach INSafe by phone at (317) 232-2688, by email at insafe@dol.in.gov, or to schedule an on-site consultation, visit www.in.gov/dol/insafeconsultation.

Horseplay

It's not that your office or workspace can't be fun, but keep in mind that horseplay can lead to accidents and injuries. Just remember that you're there to work. Pranking is also discouraged. Don't go putting your coworker's stapler in gelatin.



Keeping Your Footing

Walk, don't run—offices can have a lot of people in them at any given time. Walk carefully around potentially wet or slippery areas. (It's also important to clean up any messes or at the least, warn your coworkers about a hazardous area.) If you're using the stairs, always use the handrails and pay attention to your steps.

Limiting Trip Hazards

Always push your chair in when you stand up to eliminate the potential for a trip hazard. Safely store all supplies on shelves or in cabinets rather than leaving things on the floor—this may create a tripping hazard for your coworkers who are unfamiliar with your specific workspace. It's important to report any torn carpet, loose tiles, hazardous cables, blocked paths, and other trip hazards to your office coordinator or manager so these issues can be addressed quickly.

Filing Cabinets

Weight distribution in filing cabinets and drawers is important. Only open one file drawer at a time to prevent the possibility of tipping it over. Always close desk or file cabinet drawers once you are finished—we don't want bruised shins or stubbed toes!

Electric Cables and Organization

Be mindful of electric cords used in your workspace. It's unsafe to have them going back and forth across the floor or leaving them loose within foot space. Wrapping and tying excess cable is an excellent way to prevent trip and fire hazards, as well as reduce messiness. Use surge protectors and labeling to manage wiring. Of course, water is always a danger around electrical outlets, plugs, and anything involving electricity. Avoid the potential for water or drink spills around electric elements. Report any frayed electric cords or issues with electric equipment to your office coordinator or manager immediately.



ALL ABOUT

LABELS

A Hazard Communication F.A.Q.

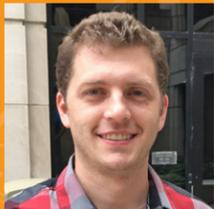
ONE of the most frequently cited standards in Indiana, **Hazard Communication (29 CFR 1910.1200)** is a common issue found in Hoosier workplaces, both in construction and general industry. (See Page 30 for additional frequently cited standards.) A worksite's hazard communication program will be essential in preventing accidents, injuries, illnesses, and even deaths. A great deal of common questions or concerns specifically pertaining to hazard communication revolve around chemical labeling and utilizing various containers for these chemicals.

WHAT AND WHEN DO I LABEL?

In general, label all containers with their contents, if they are not already labeled. The purpose of the hazard communication standard is to ensure the hazards of all chemicals produced or imported are classified. The intent of the standard is to comprehensively address the issue of classifying potential hazards, communicating information pertaining to these hazards, and taking measures to protect employees appropriately. Most often, products come with their own compliant labels. In short, if it isn't labeled, label it with the required information.

WHAT IF MY CHEMICAL IS POURED INTO A SMALL, UNLABELED CONTAINER THAT WILL BE COMPLETELY USED DURING MY SHIFT?

Pursuant to *29 CFR 1910.1200(f)(8)*, secondary portable containers do not need to be labeled assuming they are intended only for the immediate use of the employee who performs the transfer. Consider the following example to illustrate: An employee has a large tote of white paint (which has drying agents that cause it to be hazardous), and his or her task is to paint an object. The employee grabs a small portable cup, fills it with white paint, carries it to their work area, and uses the white paint until the small container is empty. A label was not necessary for the container filled with white paint; as its sole purpose was to be used by the sole employee for the specific task.



CONTRIBUTOR
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INSafe Health Consultant

WHAT ABOUT CONCENTRATION RANGES OR MULTIPLE BATCHES OF A SUBSTANCE?

When a group of substantially similar mixtures with similar chemical composition are made, concentration ranges may be used when listing composition information on ingredients, assuming the hazard isn't changing.

WHAT DOES A GOOD LABEL HAVE?

In the workplace, labels must include:

- Product identifier
- Signal word
- Hazard statement
- Pictogram(s)
- Precautionary statement(s)
- Supplemental information as necessary

Any alternative labeling system utilized at the worksite must convey the same information. Labels on a shipped container must have the same elements as listed above.

The image shows a sample GHS hazard label. It is divided into several sections: **Product Identifier** (with fields for CODE, Product Name, Company Name, Street Address, City, State, Postal Code, Country, and Emergency Phone Number); **Supplier Identification** (with fields for Company Name, Street Address, City, State, Postal Code, Country, and Emergency Phone Number); **Hazard Pictograms** (showing a skull and crossbones and a flame); **Signal Word** (Danger); **Hazard Statements** (Highly flammable liquid and vapor. May cause liver and kidney damage.); **Precautionary Statements** (Keep container tightly closed. Store in a cool, well-ventilated place that is locked. Keep away from heat/sparks/open flame. No smoking. Only use non-sparking tools. Use explosion proof electrical equipment. Take precautionary measures against static discharge. Ground and bond container and receiving equipment. Do not breathe vapors. Wear protective gloves. Do not eat, drink or smoke when using this product. Wash hands thoroughly after handling. Dispose of in accordance with local, regional, national, international regulations as specified.); **Supplemental Information** (In Case of Fire: use dry chemical (BC) or Carbon Dioxide (CO2) fire extinguisher to extinguish. First Aid: If exposed call Poison Center. If on skin (or hair): Take off immediately any contaminated clothing. Rinse skin with water.); **Directions for Use** (with a blank line); and **Fill weight**, **Gross weight**, **Net weight**, **Lot Number**, **Fill Date**, and **Expiration Date** (with blank lines).

Courtesy of the federal Occupational Safety and Health Administration (OSHA)
Available at www.osha.gov/dsg/hazcom.

HOW DO I GET LABELS?

Worksites may create their own labels; as long as the listed elements and all information is written legibly in black and white. For a workforce with employees whom predominately speak other languages, the employer is responsible to ensure that workplace labels include English, as well as other necessary language. Third party services are available to print and ship compliant labels.

WHAT DO MY EMPLOYEES NEED TO KNOW ABOUT OUR LABELED HAZARDOUS CHEMICAL?

Employers must provide effective training on hazardous chemicals in the employee's work area. This training should include:

- Methods and observation used to detect the presence or release of a chemical
- All hazards of the chemical and the ways to protect themselves (i.e., work practices, emergency procedures, and personal protection equipment)
- The components of the label
- Access to both a safety data sheets (SDS), and the company's written Hazard Communication program

WHERE DO I GET ADDITIONAL ASSISTANCE WITH OUR HAZ COMM PROGRAMS?

The Indiana Department of Labor's **INSafe** division is available to provide on-site consultation and sample programs at no cost for Hoosier employers. To schedule an on-site consultation, call **(317) 232-2688**, email insafe@dol.in.gov, or visit www.in.gov/dol/insafeconsultation.

SMALL BUT MIGHTY

How a small agency like Indiana OSHA leverages partnerships and efficiency improvements to promote occupational safety and health in the Hoosier state

THE Indiana Occupational Safety and Health Administration (IOSHA) faces its share of challenges when it comes to funding, staffing, and resources. In fact, when compared to other OSHA-approved state plans, IOSHA is one of the lowest funded programs in the nation. Despite these challenges, the division has taken a creative approach to promoting and enforcing occupational health and safety standards in Indiana.

Speeding Things Up

To be as effective as possible, IOSHA utilizes a metric-driven approach to monitor operations with the goal of continually improving efficiency. In January 2013, IOSHA investigated a formal complaint within an average of nearly 44 days. By the end of December 2017, the average time dropped by more than 83 percent to approximately seven days. Responding quickly to these complaints helps best ensure potential hazards are addressed and corrected.

IOSHA also seeks to cut inspection case elapsed time as a whole. Case elapsed time measures the amount of time from when an IOSHA compliance safety and health officer (CSHO) opens an investigation to the issuance of any potential safety orders. The national average is about 45 days. IOSHA's strategy to surpass the national average will focus on conversion of all inspection files from paper to electronic. Since many CSHOs work remotely throughout the state, transferring paper files becomes cumbersome, slow, and expensive. A completely electronic system will allow for efficient processing and review. IOSHA's goal is to transition to exclusively electronic files by fall 2018.

Partnerships

Not only does IOSHA strive internally, it also seeks to improve safety and health statewide by leveraging relationships. Partnerships (site-specific partnerships, association-based partnerships, and alliances) provide an opportunity for IOSHA to work alongside Hoosier organizations and companies to extend its reach to stakeholders. Partnerships are an opportunity for IOSHA to educate, consult, and verify safe practices.



CONTRIBUTOR
Timothy E. Maley
Deputy Commissioner of Labor

In fall 2017, IOSHA completed a very successful site-specific partnership with **Barton Malow** on the **University of Notre Dame Campus Crossroads Project**. The approximately \$500 million on-campus expansion and addition project had as many as 800 contractors working on-site daily. IOSHA personnel periodically visited and performed on-site walkthrough's to assess potential hazards.

Associations and Trade Organizations

IOSHA regularly partners with associations such as the **Construction Coalition for Safety**, the **Associated Builders and Contractors, Indiana Constructors, Inc.**, and **Associated General Contractors of Indiana**. The division participates in meetings with these associations to provide regulatory updates, safety education and outreach, as well as provide a channel of communication for all to benefit. IOSHA also creates alliances with organizations such as the **Indiana Municipal Electrical Association**, the **Indiana Builders Association**, and the **Indiana Ready Mix Concrete Association**.

Indiana Voluntary Protection Program

The flagship partnership program for IOSHA, the Indiana Voluntary Protection Program (VPP) brings together division staff with Indiana's businesses and organizations to build and improve exemplary safety and health programs. The VPP team recruits both companies and private sector volunteers to enhance and expand the program. These private sector volunteers are Special Government Employees (SGEs) and work alongside VPP staff to evaluate, mentor, and certify Indiana companies in VPP. Indiana VPP-certified companies achieve total case injury rates that are 70 percent lower than their national competitors. Collectively, these sites also have days away, restricted, or transferred (DART) rates 83 percent lower than their national competitors.

IOSHA will continue to participate alongside Indiana employers, companies, unions, partners, and safety organizations in reducing occupational injuries, illnesses, and fatalities to new lows. Small but mighty, IOSHA will move forward with a focus on improvement alongside our partnerships and alliances. We truly believe in our mission to "advance the safety, health, and prosperity of Hoosiers in the workplace."

WALKING WORKING SURFACES AND FALL PROTECTION



CONTRIBUTOR
Tony Kuritz
INSafe Safety Consultant

THE Occupational Safety and Health Administration (OSHA) has sought to address occupational injuries and fatalities related to falls from overhead platforms, elevated work stations, or into holes in floors and walls. **OSHA's General Industry Walking-Working Surfaces and Fall Protection Standards final rule** better protects American workers with OSHA standard updates, clarifications, and requirements for training and inspections. The final rule does not affect construction or agriculture standards.

This article will discuss OSHA's new general industry walking-working surfaces and fall protection standards as described in various sections from parts **1910.21** through **1910.30**. These new and updated standards are effective as of January 17, 2017. You can read these standards in their entirety by visiting <http://bit.ly/1cJ2Svf>.

OSHA Updates

Advances in technology, industry best practices, and national consensus standards were used to provide effective and cost-efficient employee protection. Employers are benefitted with greater flexibility in choosing a fall protection system.

Additional examples of the positive changes include the following:

- The fall protection standards were aligned with OSHA construction standards to ease compliance for employers.
- The outdated general industry scaffold standards are now replaced with the requirement to follow construction standards pertaining to the same equipment.
- A 1993 exception for outdoor advertising with "qualified climbers" has now been replaced with fall protection requirements for fixed ladders.

Fall Protection Options

Fall protection is required for unprotected sides or edges at least four feet above a lower level. Requirements are established for performance, inspection, use, and maintenance of fall protection systems. It also sets requirements for fall protection in specific situations, including hoist areas, runways, areas above dangerous equipment, wall openings, repair pits, stairways, scaffolds, and slaughtering platforms. Altogether, fall protection includes guardrail systems, safety nets, personal fall arrest systems, positioning systems, travel restraints, and ladder safety systems.

The standard codifies rope descent systems (RDS) for elevated work such as window washing. A 300-foot height limit for the systems is established. Building owners are required to certify in writing that their systems can support 5,000 pounds for each worker attached. Rope descent systems consist of a roof anchor, support rope, descent device, carabiners or shackles and a chair or seat board.

Ladder Safety Requirements

Falls from ladders account for approximately 20 percent of all fatal and lost-work day injuries in general industry. The new rule includes requirements to protect employees from falling off fixed and portable ladders as well as ladder stands and platforms. Ladders used for emergency operations or as part of a machine/equipment are exempted.

As part of basic ladder requirements as described by OSHA, ladders must support a maximum intended load, as described by the manufacturer. Mobile ladder stands and platforms must support at least four times their maximum intended loads. Additionally, ladders must be inspected for defects prior to each shift or use.

Fixed or permanently attached ladders with extension greater than 24 feet must have a safety or personal fall arrest system in place. In two years, all new or replacement ladders must also have safety or personal fall arrest system. Existing ladders will require the installation of a cage, well, ladder safety system, or personal fall arrest system.

Portable ladders must have rungs and steps that are slip resistant. These ladders must be secured if slippery or unstable surfaces are present. Top steps and caps cannot be used as steps. Additionally, portable ladders must not be fastened together (unless designed for that purpose) nor can they be placed on boxes, barrels, or other unstable surfaces to increase height. Of course, it is also restricted to move or extend ladders if they are currently occupied by an employee.

Training Requirements

Employees who use personal fall protection or work in high hazard circumstances must receive appropriate fall protection training. Employees should have already been trained by May 17, 2017 and retrained as necessary regarding fall and equipment hazards and fall protection systems. A qualified individual must provide the training to help employees identify and minimize fall hazards, understand use of fall protection systems and RDSs, and maintain, inspect, and store equipment or systems.

Updated Equipment Deadlines

January 17, 2018	Inspection and certification of permanent anchorages for rope descent systems
January 17, 2019	Installation of fall arrest or ladder safety systems on new or replacement ladders over 24 feet
January 17, 2019	All existing fixed ladders (including advertising structures) over 24 feet are equipped with cage, well, personal fall arrest, or ladder safety system
January 17, 2037	All cages and wells (used as fall protection) must be replaced with all ladder safety or personal fall arrest systems on all fixed ladders over 24 feet

If you have questions or would like additional help with complying to these new and updated standards, contact **INSafe**, the no-cost consultation division of the Indiana Department of Labor. You may reach INSafe by calling (317) 232-2688, emailing insafe@dol.in.gov, or request an on-site consultation at www.in.gov/dol/insafeconsultation.



YES SHE CAN

A highlight and discussion of professional women in the occupational safety and health career field—an industry that has been predominantly male

CONTRIBUTOR
Emily Morlan
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Jessica Davidson, GSP
RISK CONTROL SUPERVISOR
Horseshoe Casino | Elizabeth, IN

WHY DID YOU CHOOSE TO PURSUE A CAREER IN OCCUPATIONAL SAFETY?

I enjoy helping people. Typically, people think of the healthcare field, but workplace safety is so important. Hazards can be overlooked and lead to bad accidents. Being the “safety eyes and ears” at a worksite truly makes me feel like I am making a difference. I know I’ve prevented someone from getting hurt every time I identify and fix hazards.

WHY SHOULD MORE WOMEN PURSUE CAREERS IN THE OCCUPATIONAL SAFETY AND HEALTH FIELD?

The career field is so broad. Any and every company can use a safety person—their own designated “safety eyes and ears,” and that person will help cultivate a team of safety minds. Women shouldn’t reduce the safety field to just working in construction or in a factory. It can have so many different work environments. Already, I’ve gone from factories to casinos—two opposite ends of the spectrum! You can pursue safety and work in the atmosphere that you feel the most comfortable in.

WHAT ADVICE WOULD YOU GIVE TO FUTURE FEMALE SAFETY PROFESSIONALS?

I would tell her to stand her ground. Do not let anyone intimidate you. If you are passionate about implementing something in the workplace, then argue your case, even interfacing with a general manager. The first time you’re told, “no,” it’s so easy to not be confident in yourself. But you should trust your judgment, do what you know will make your workplace safer. People will come to understand and respect your expertise.



Lyndi Byrnes
GLOBAL SAFETY SPECIALIST
Samtec, Inc | Louisville, KY

WHAT ARE SOME ISSUES FACING FEMALE SAFETY PROFESSIONALS?

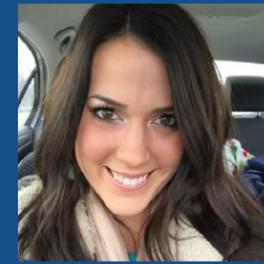
Working in the manufacturing industry, sometimes I interface with people who think I won’t know what they’re talking about. It’s not unusual that I meet an engineer who may feel the need to “dumb it down” for me—making the mistake of not asking about my expertise. It feels as though I have to work a little harder at earning respect because of my gender.

WHY SHOULD MORE WOMEN PURSUE CAREERS IN OCCUPATIONAL SAFETY AND HEALTH?

This career isn’t your first thought when you describe a career that helps people, but that’s exactly what safety professionals do. When you think about it, we spend about a third of our lifetime in the workplace. I enjoy making that time as safe as possible for my employees and team members. It’s extremely rewarding at the end of the work day.

WHAT ADVICE WOULD YOU GIVE TO FUTURE FEMALE SAFETY PROFESSIONALS?

Network! Reach out to the American Society of Safety Engineers (ASSE), women’s professional groups, and other organizations and get your face out there. Networking and practice sharing go a long way in helping your career along. Within your company, make sure you have face time with employees on the production line or on the construction site. Make sure they know you, trust you, and are comfortable bringing concerns to you. We won’t always have the perfect answers, but employees should take an active role in their safety and bringing their concerns and questions to you.



Emily Morlan, ASP
INSAFE SAFETY CONSULTANT
Indiana Dept. of Labor | Indianapolis, IN

WHY DID YOU CHOOSE TO PURSUE A CAREER IN OCCUPATIONAL SAFETY FIELD?

Growing up, I always wanted to be a nurse. I wanted a job to help make people feel better, be healthier, and live longer. While on my journey to becoming a nurse, I began working in a hospital where I’d see a lot of patients with work-related illnesses and injuries. I started to wonder if there were ways to prevent these ailments or prevent the accidents from occurring in the first place. This was when a friend introduced me to the occupational safety and health field. I’m thankful for this career because I can utilize my skills to prevent incidents that lead to the emergency room.

WHAT ADVICE WOULD YOU GIVE TO FUTURE FEMALE SAFETY PROFESSIONALS?

Women are stereotyped as being exclusively emotional creatures—sensitive and motherly. (Don’t get me wrong, *everyone* can have those traits!) Many choose to view this as weakness, when in fact these traits are very important strengths for the safety field. It’s true that women have a primitive instinct to protect, and that is what makes us perfect advocates for proactive safety and health in the workplace. People often view the safety person as an enforcer and think women might not be tough enough for the task. In my experience, I have never gained results by policing. But I have watched a change in attitude when an employee is given the chance to be heard. Caring about the well-being of the employees is an excellent strength and an opportunity for professional women. Regardless of gender, we all share the common goal of going home in the same way we arrive.

WORK ZONE SAFETY AWARENESS WEEK

ACCORDING to the Indiana Department of Transportation (INDOT), at least 20 people were killed in an INDOT work zone crash in 2017. Of those killed, 80 percent were motorists or their passengers. Transportation-related incidents are and have consistently been the leading cause of occupational fatal injury to Hoosier workers, according to the Bureau of Labor Statistics.

During **Work Zone Safety Awareness Week**, INDOT partnered with the Indiana State Police, Indiana Department of Labor, Roadsafe Traffic Systems Inc., and Indiana Constructors Inc. to remind Hoosier motorists that **work zone safety is everybody's responsibility**. Working together, we can stop motor vehicle-related accidents, deaths, and injuries on our state roadways.



IT HAPPENED HERE Lake County

May 17, 2017 | On a warm night, a paving contractor was repaving the entrance and exit ramps from the interstate. The contractor had been working at night to complete the project with minimum impact on local traffic. A 14-ton roller was preparing to cross the exit road to work on the next ramp. Unfortunately the roller was struck by a dark-colored vehicle that suddenly appeared at a very high rate of speed. Rollers, which are large pieces of equipment used in the asphalt paving process to compact the material after placement, are not able to move very quickly—unable to avoid such a fast-approaching hazard. The operator was thrown from the equipment, resulting in severe injuries. The driver of the car was killed in the crash.



CONTRIBUTOR
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IOSHA Construction
Safety Supervisor

Following the accident, the local police department determined the driver of the vehicle to have been impaired at the time. The vehicle was traveling at 95 miles per hour (mph) on a road with a speed limit of 30 mph.



STAY ALERT
Watch for reduced speed limits, narrow driving lanes, and highway workers



PAY ATTENTION
Work zone signs will tell drivers exactly what to expect ahead



MERGE EARLY
If drivers merge as soon as they see signs, traffic will flow smoothly



SLOW DOWN
Don't speed; there could be slowed or stopped vehicles in the construction zone



KEEP YOUR DISTANCE
Maintain a safety distance on all sides of your vehicle and any work vehicles present



MINIMIZE DISTRACTIONS
Eliminate all distractions behind the wheel and put away your cell phone



PLAN AHEAD
Expect delays during construction season and allow yourself extra travel time

GENERAL INDUSTRY TOP 10

MOST CITED STANDARDS OF 2017

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.

1 1910.147
Control of hazardous energy (lockout/tagout)
Citations: 88
Initial penalty: \$275,650

6 1910.132
Personal protective equipment (PPE)
Citations: 33
Initial penalty: \$47,525

2 1910.212
Machine guarding
Citations: 76
Initial penalty: \$248,175

7 1904.39
Reporting fatalities, hospitalizations, amputations, etc.
Citations: 29
Initial penalty: \$39,250

3 1910.1200
Hazard communication and written programs
Citations: 54
Initial penalty: \$67,100

8 1910.219
Mechanical power-transmission (belts, gears, etc.)
Citations: 25
Initial penalty: \$64,175

4 1910.303
Electrical installation, appropriate use, requirements, etc.
Citations: 38
Initial penalty: \$74,025

9 1910.134
Respiratory protection
Citations: 20
Initial penalty: \$13,600

5 1910.178
Powered industrial trucks training and requirements
Citations: 37
Initial penalty: \$97,200

10 1910.1025
Lead exposure limits, ventilation, and other requirements
Citations: 19
Initial penalty: \$14,400



CONSTRUCTION TOP 10

MOST CITED STANDARDS OF 2017

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.

1 1926.20
Employer's accident prevention responsibilities
Citations: 292
Initial penalty: \$296,050

6 1926.454
Scaffold training requirements
Citations: 44
Initial penalty: \$16,325

2 1926.501
Duty to have fall protection
Citations: 130
Initial penalty: \$201,725

7 1926.1053
Ladder use and maintenance
Citations: 41
Initial penalty: \$39,250

3 1926.503
Fall protection training requirements
Citations: 85
Initial penalty: \$46,425

8 1926.21
General Safety and Health Provisions: Safety training and education
Citations: 37
Initial penalty: \$30,625

4 1926.451
Scaffolds and fall protection
Citations: 80
Initial penalty: \$123,500

9 1926.100
Head protection (hardhats, helmets, etc.)
Citations: 29
Initial penalty: \$15,050

5 1926.95
Personal protective equipment (PPE)
Citations: 44
Initial penalty: \$39,250

10 1910.1200
Hazard communication and written programs
Citations: 26
Initial penalty: \$13,800

ONE FOR THE ROAD



WITH more than 9,000 vehicles operating throughout North America, Cintas takes its commitment to safe driving seriously. To encourage our employee-partners to drive safely, we focus on engagement and training.

Cintas begins each fiscal year by asking all employee-partners to take a safe-driving pledge. Each employee-partner is given a wallet-sized card that they can carry with them throughout the year as a reminder of their commitment to safe driving.

But engaging our employee-partners isn't enough. We also require our partners to go through training. To accomplish this, Cintas teamed up with the Smith System® over 10 years ago to develop an internal Safe Driving Course. All partners that drive as part of their job responsibilities must take a one-day driving course that includes both classroom and field training. Additionally, every 3 months, employee-partners complete safe driving refresher courses that focus on specific topics, like Distracted Driving, Inclement Weather, and Close Quarters Maneuvering (CQM). To better assess program adoption and implantation, we've implemented a Driver Skill Coaching program. Key managers at Cintas locations complete a two-day course that teaches them the proper way to coach their employee-partners driving skills.



CONTRIBUTOR
Matt Presendofer
Safety and Health Manager,
Cintas Corporation

As part of our attempt to engage our partners, we have also developed the Close Quarters Maneuvering (CQM) Rodeo. Cintas again partnered with Smith System® to develop specific driving drills that focus on maneuvering in tight spaces. Drivers are tasked with executing maneuvers such as parking, backing-in, navigating through alleys and the vehicle's swing radius. The CQM Rodeo begins at the location-level, with all employee-partners that drive participating in CQM drills. Drivers are given a score, and top performing individuals advance to later compete against employee-partners from other Cintas locations. Not only does the CQM Rodeo provide an excellent engagement opportunity, but it also delivers further safety training in an innovative way.

To learn more about the Cintas Corporation, please visit www.cintas.com.



Cintas Corporation helps more than one million businesses of all types and sizes get READY™ to open their doors with confidence every day by providing a wide range of products and services that enhance our customers' image and help keep their facilities and employees clean, safe and looking their best. With products and services including uniforms, mats, mops, restroom supplies, first aid and safety products, fire extinguishers and testing, and safety and compliance training, Cintas helps customers get Ready for the Workday®. Headquartered in Cincinnati, Cintas is a publicly held company traded over the Nasdaq Global Select Market under the symbol CTAS and is a component of both the Standard & Poor's 500 Index and Nasdaq-100 Index.



3M Company
Access Branch 134
AK Tube, LLC
AkzoNobel Coatings, Inc.
Ambassador Steel Fabrication
AstraZeneca
BAE Systems Controls
Best Home Furnishings
BMW Constructors
BMW Constructors, Inc.
Brandenburg Industrial Services Company
CF Industries Sales LLC (Frankfort)
CF Industries Sales LLC (Huntington)
CF Industries Sales LLC (Mt. Vernon)
Cintas Corporation Location 18
Cintas Corporation Location 319
Cintas Corporation Location 336
Cintas Corporation Location 338
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

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First Vehicle Services
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Frito-Lay, Inc. (Frankfort Core)
GE Aviation, Unison Engine
Components
GE Healthcare Ambassador Medical
Geocel Corporation
Gribbins Insulation Company
Hendrickson International,
Truck Suspension Systems,
Plant 1 and Plant 3
Hendrickson Trailer Commercial
Vehicle Systems, Inc.
IP Moulding
Jasper Engines and Transmissions
Jasper Engines and Transmissions
(Power Drive)
Jasper Engines and Transmissions
(Leavenworth)
Kimball Electronics Group Jasper
Kimball Logistic Services
Kimball National Office Furniture
(Jasper)
Kimball National Office Furniture
(Santa Claus)
Kimball Office Furniture
Kimball Office Furniture Group
Kimball Office Salem Lawrence
County & Worthington Generation

LSC Communications US, LLC
North Plant and South Plant
Manchester Tank & Equipment-Elkhart
Marathon Petroleum Company
Marathon Petroleum Company (MPC)
LP
Marathon Pipe Line
Marathon Pipe Line Company, LLC
Mead Johnson Nutrition
Monsanto (Windfall)
Monsanto (Remington)
Monsanto Company
Monsanto Company Lebanon Corn
Research Station
NIBCO, Inc. (Charlestown)
NIBCO, Inc. (Goshen)
Nucor Building Systems
Nucor Fasteners
Nucor Steel
OFS Brands Plant #5
Owens Corning Roofing and Asphalt,
LLC
Paoli
Raytheon Company
Raytheon Intelligence Information
and Services (IIS)
Robert Bosch Corporation
SABIC Innovative Plastics
Schlage Lock Company, LLC
Sullair Corporation Buildings 1, 2 and 4
Total Safety Griffith District Office
UT Electronic Controls
UTC Aerospace Systems
Vulcraft
Whitesville Mill Services

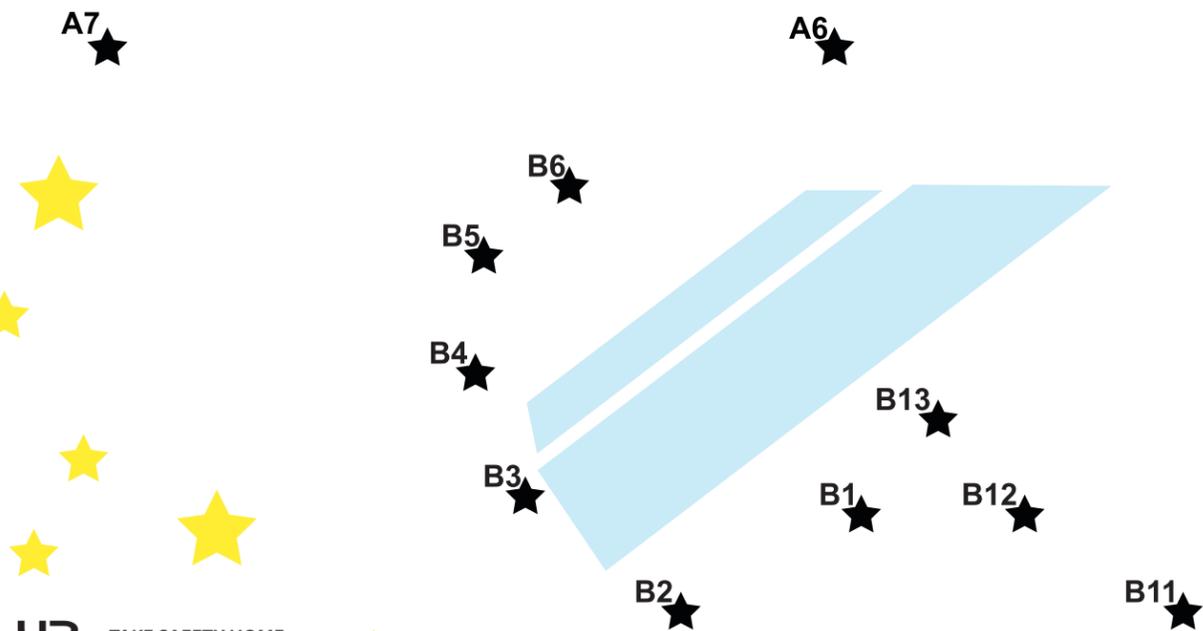
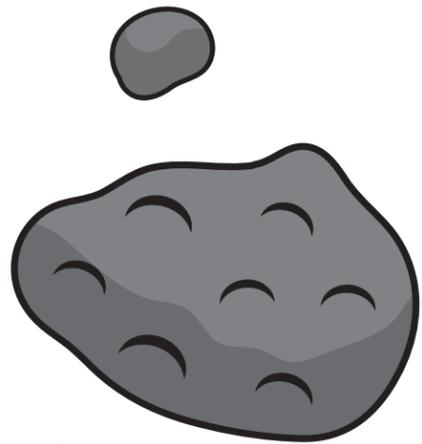
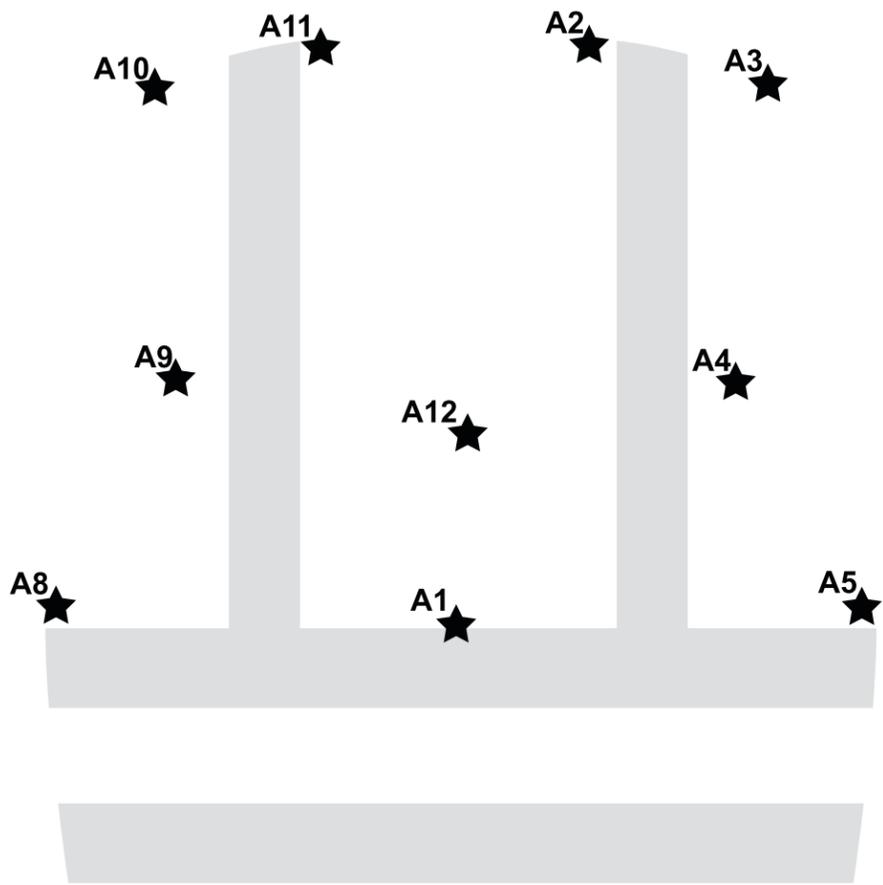
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American Licorice Company
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Ampacet Corporation
ATI, Inc.
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BioConvergence, LLC
Cascade Asset Management
Cerro
City of Jasper
Closure Systems International, Inc.
Draper, 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
Lafayette Steel and Aluminum
Mitchell Plastics
Mitsubishi Heavy Industries Climate
Control
OFS Brands Plant #4
OFS Brands Plant #6
OFS Brands Plant #9
Olon Industries
Oscar Winski Company Blue Arrow
Trucking
Oscar Winski Company E-Scrap
Quadrant EPP
Regal Beloit (Emerson Industrial
Automation)
Rise, Inc.
River Metals Recycling, LLC
RKO Enterprises

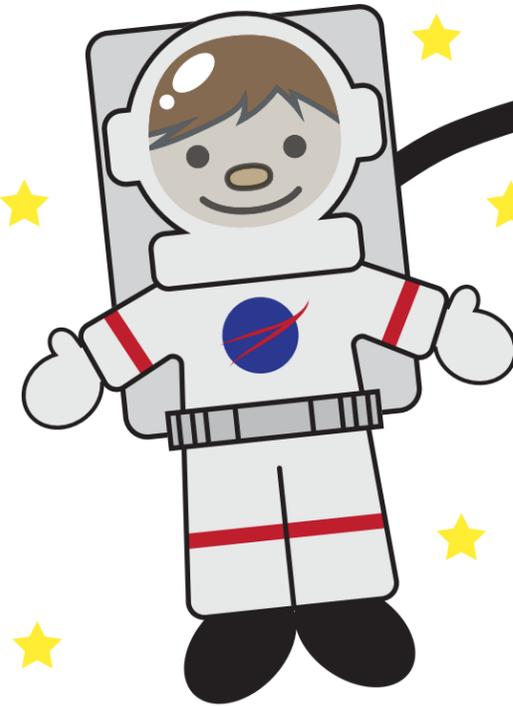
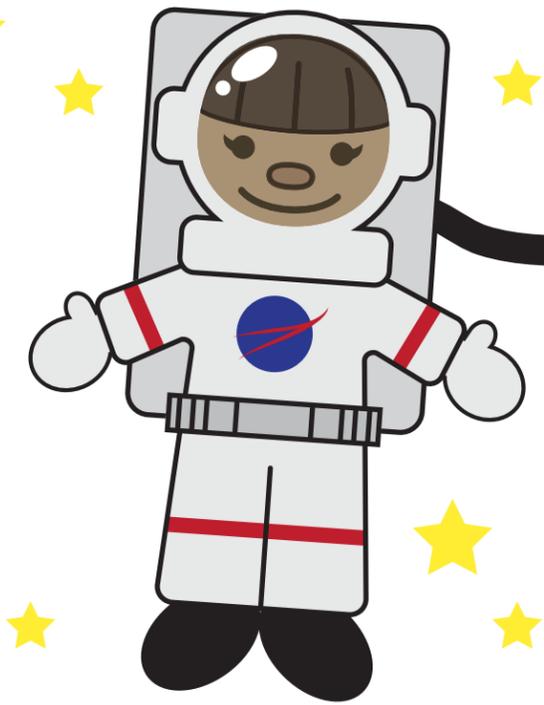
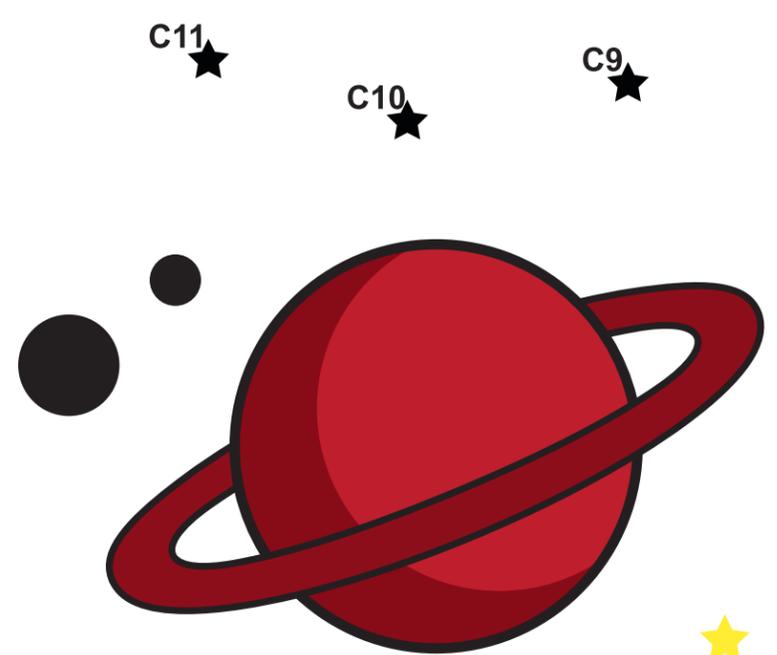
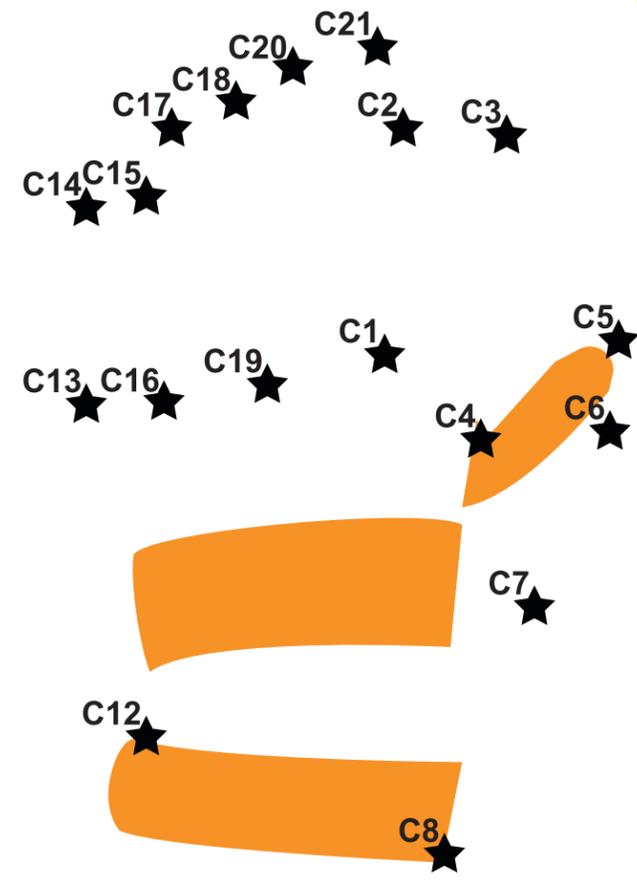


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TAKE SAFETY HOME



HELP SAFETY SALLY AND HEALTHY HANK DISCOVER SAFETY GEAR IN THE STARS! FOLLOW THE NUMBERS, CONNECT THE DOTS, AND FIND THE PICTURES THEY CREATE!





National Safety **STAND-DOWN**

TO PREVENT FALLS IN CONSTRUCTION

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STOP FALLS. STAND-DOWN.

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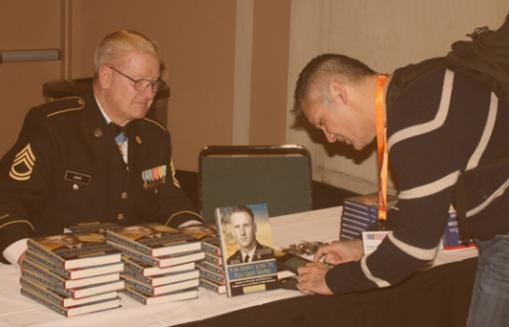
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STOP

HAZARDS IN THEIR TRACKS

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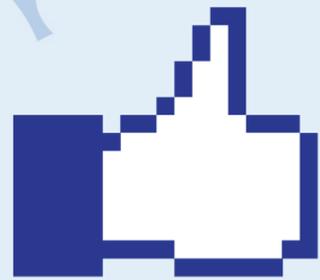
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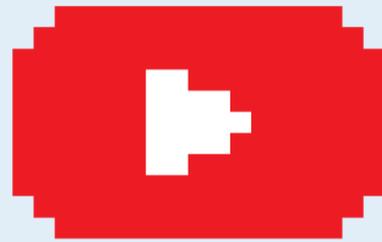
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