



Indiana Labor Insider

2016 July - October

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Indiana Labor Insider

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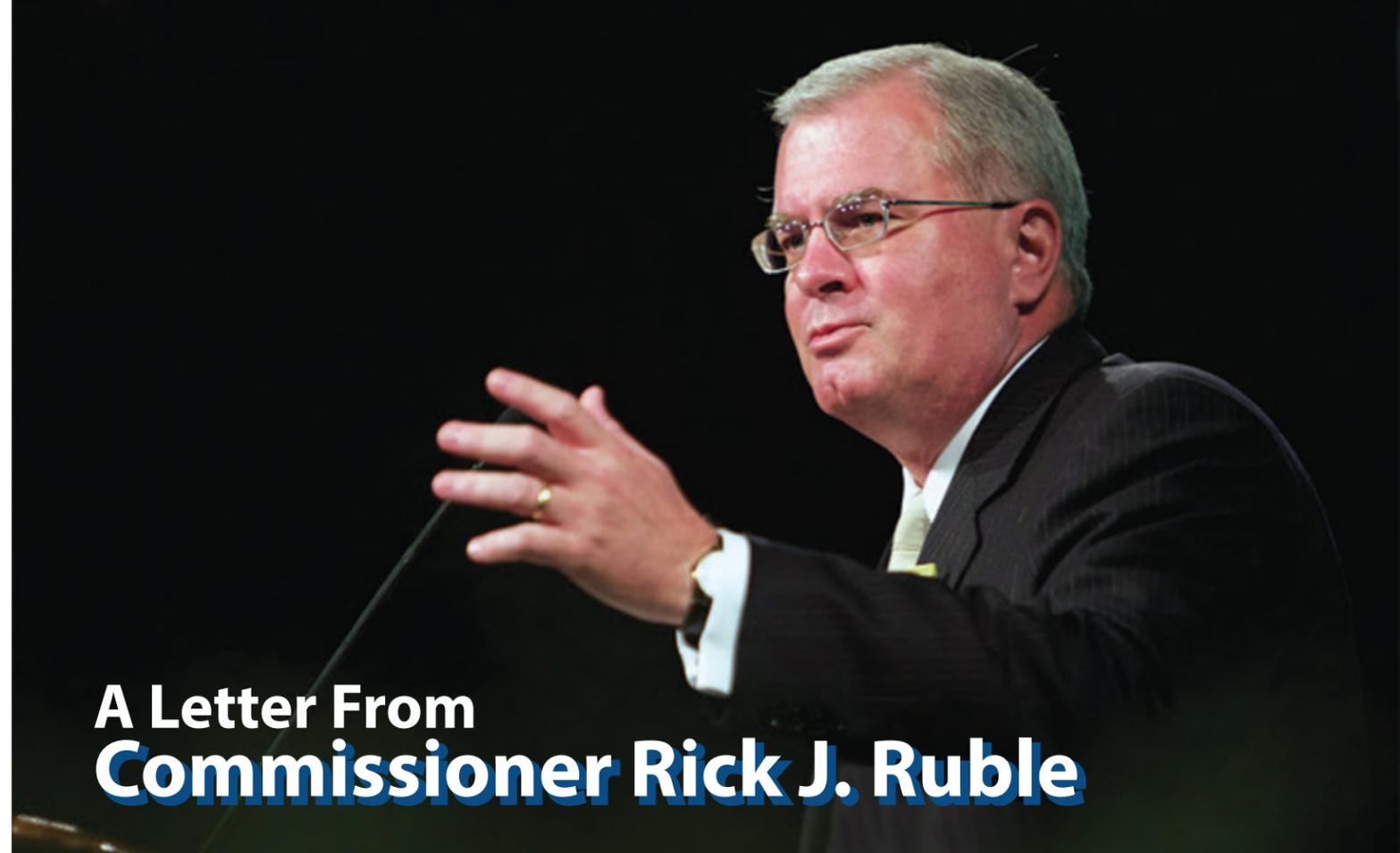
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A Letter From Commissioner Rick J. Ruble

It is my honor to present a very special edition of *Indiana Labor Insider* – the Indiana Occupational Safety and Health Administration (IOSHA) 30th Anniversary edition.

Enclosed in this special publication, you'll find glimpses into IOSHA's history, Indiana's quest to lower injury and illness in workplaces, and the benefits of operating as a state plan.

I was honored to be part of our anniversary celebration on September 26, alongside Deputy Commissioner Timothy E. Maley and Assistant Commissioner Michelle L. Ellison, as we presented to our staff, former executive staff, partners, alliance members, and representatives from our cooperative programs.

Additionally, in this special publication, we present the 2016 winners of the Drive Now TXT L8R social media contest as well as results from the spring campaign. We were very happy to meet our 11 winning Hoosier students pursuing

higher education. Full details and photos are enclosed on Pages 12 and 13.

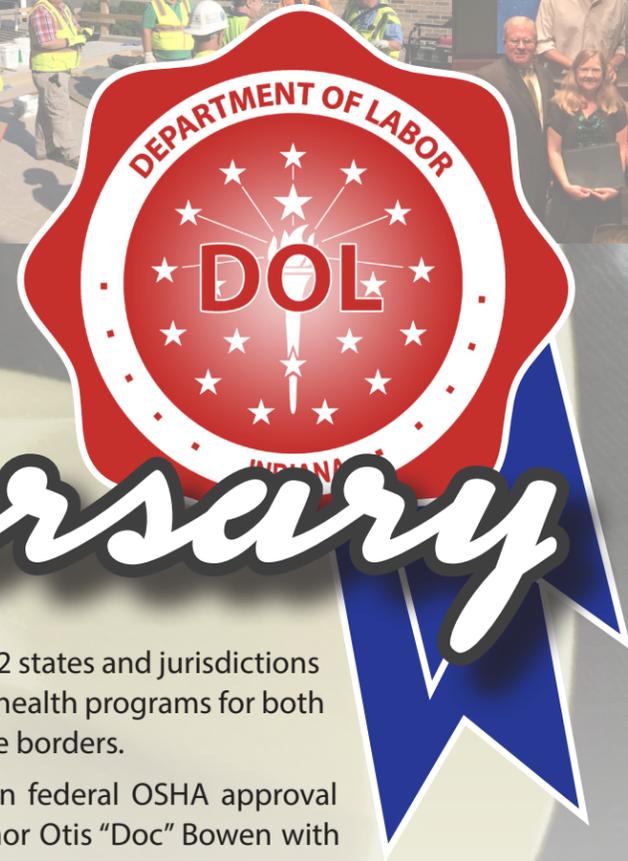
Another Indiana summer has passed, and we're already experiencing some of those infamous, "quickly cold" Midwestern temperatures. Harvest season is underway, and we look forward to working with Hoosier employers and workers as we head into winter.

On behalf of the Indiana Department of Labor, thank you for reading about such a landmark year for IOSHA. Together, we are all part of Indiana's workplace safety and health history, the ongoing improvement, and the inevitable progress in our state's future.

To your health and wealth,

Commissioner

IOSHA 30th Anniversary



On September 26, 2016,

former agency executives, representatives from Indiana's Voluntary Protection Program (VPP) and Safety and Health Achievement Recognition Program (INSHARP) sites, partners, alliance members, and the staff of the Indiana Department of Labor gathered to celebrate the **30th anniversary of the Indiana Occupational Safety and Health Administration and federal OSHA-approved state plan certification status**. The event took place at the Indiana Government Center in Indianapolis.

The event featured presentations by current agency leadership. Commissioner of Labor Rick J. Ruble welcomed guests and recognized the agency's former leaders and former deputies and administrators of IOSHA.

Deputy Commissioner Timothy E. Maley provided a presentation of workplace safety and health — **past, present, and future**. Deputy Commissioner Maley recognized the core of IOSHA, the compliance safety and health officer, for the work each do every day to protect Hoosier workers. Maley also thanked IOSHA partners, alliance participants, and VPP and INSHARP sites for the activities in which they participate that lead to reductions in workplace injuries and illnesses.

Assistant Commissioner Michelle L. Ellison presented a proclamation signed by Indiana Governor Michael R. Pence which proclaimed September 26, 2016, as **Indiana Occupational Safety and Health Administration Day**.

Commissioner Ruble, Deputy Commissioner Maley, and Assistant Commissioner Ellison also recognized seven agency employees with 30 or more years of service with a special **'30 Years and Beyond'** certificate. These employees were recognized for their loyalty to the agency and being a part of the department since Indiana's state plan was approved in 1986.

The state of Indiana is one of 22 states and jurisdictions with its own occupational safety and health programs for both public and private sectors within state borders.

The journey for IOSHA to gain federal OSHA approval began in 1974 under Indiana Governor Otis "Doc" Bowen with initial approval. State plan certification status was granted in 1981. During the five years between 1981 and 1986, federal OSHA and IOSHA maintained concurrent jurisdiction over Hoosier workplace safety and health.

Workers in both private and public sectors are covered by the same workplace safety and health protections and regulations. IOSHA does not have jurisdiction to enforce occupational safety and health standards or regulations for federal government employers including the United States Postal Service. However with some limited exceptions, federal OSHA covers the issues not covered by IOSHA.

Since its approval of state plan certification status on **September 26, 1986**, IOSHA and its partners have made significant strides in reducing the nonfatal occupational injury and illness rate in Indiana, codified the Voluntary Protection Program (VPP) into law, and earned recognition from federal OSHA for its outreach and education programs.



**Click to visit the
IOSHA 30th Anniversary
website and learn more!
www.in.gov/dol/2967.htm**



IOSHA Through The Years

In celebration of the 30th anniversary of the Indiana Occupational Safety and Health Administration (IOSHA), we offer a glance into IOSHA's rich history of progress in safety and health for working Hoosiers.

For a more events and an in-depth look into IOSHA's history, please visit www.in.gov/dol/2965.htm.



1974
Indiana receives initial approval as a state Occupational Safety and Health Administration (OSHA) plan.
[LEARN MORE](#)

September 26, 1986
Indiana receives final approval as an OSHA-approved state plan.
[LEARN MORE](#)

1992
Occupational injury and illness data collection is revised for accuracy and consistency.
[LEARN MORE](#)



1997
BAE System Controls of Fort Wayne, IN, is the first certified Hoosier VPP site.
[LEARN MORE](#)

2008
INSafe receives OSCAR Award
[LEARN MORE](#)

2010
INSafe receives 2nd OSCAR Award
[LEARN MORE](#)

2010
The University of Notre Dame partners with IOSHA to launch the Up Right Program.
[LEARN MORE](#)

2011
INSafe partners with other state agencies, legislators, unions, retail companies, and many more for retail workplace violence prevention.
[LEARN MORE](#)

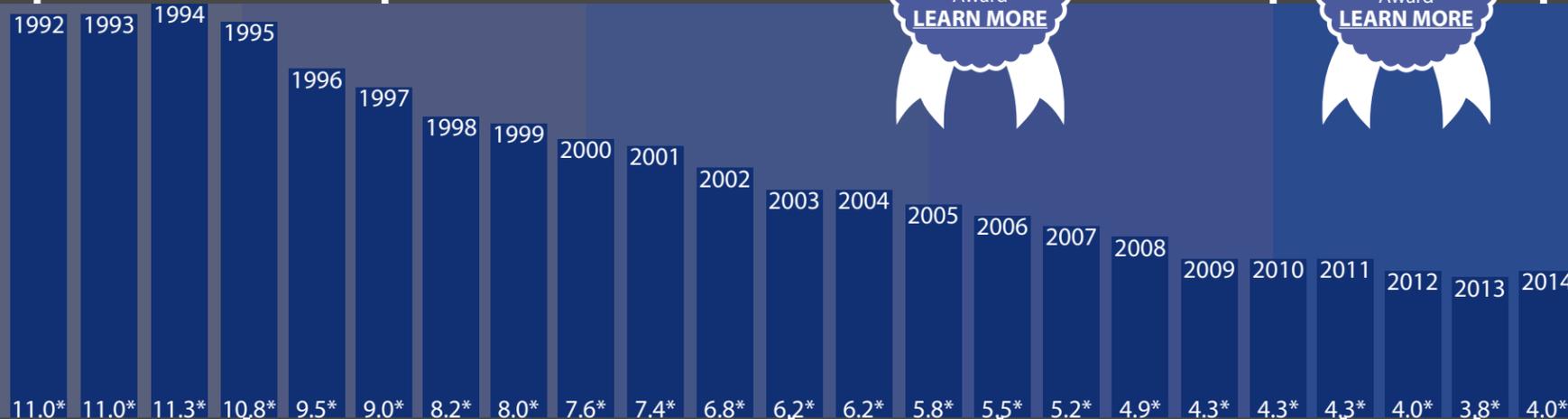
2011
William Q. Weirdt Customer Service Award
[LEARN MORE](#)



2015
INSafe is recognized with another OSCAR award for its Drive Now TXT L8R social media contest and awareness campaign.
[LEARN MORE](#)

2014
IOSHA levies a record Safety Order penalty to end a two-year investigation and follow up.
[LEARN MORE](#)

Prior to Initial Approval
Federal OSHA held jurisdiction over all occupational safety and health matters for Hoosier workers.



2016 and Beyond
IOSHA celebrates 30 years of occupational safety and health progress and looks forward to continuing to serve working Hoosiers.

IOSHA is certified for state plan operations and the final "trial" period follows.
[LEARN MORE](#)

1981

IOSHA plays a role in an investigation involving chemicals mixed in confined spaces that leads to new regulations.
[LEARN MORE](#)

1988



1995
The Voluntary Protection Program (VPP) is codified in Indiana law.
[LEARN MORE](#)

The City of Jasper is Indiana's first certified Indiana Safety and Health Achievement Recognition Program (INSHARP) site.
[LEARN MORE](#)

2003

The first edition of the Indiana Department of Labor's (IDOL) electronic newsletter, *Indiana Labor Insider*, is published.
[LEARN MORE](#)

2006

IOSHA investigation of the Indiana State Fair stage collapse contributes to safety improvements for the erection of outdoor stages.
[LEARN MORE](#)

2011

Indiana's occupational injury and illness rate drops to 3.8*, the lowest on record in state history.

2013



2015
Indiana welcomes the 100th Special Government Employee (SGE) to its VPP.
[LEARN MORE](#)

2013
INSafe receives 3rd OSCAR Award
[LEARN MORE](#)

* Occupational Injuries and Illnesses Per 100 Workers; Data provided by the Quality, Metrics and Statistics Division (The most recent occupational injury and illness data is not available until approximately a year after all information is submitted to the Bureau of Labor Statistics)





INTERNING WITH INDIANA

Contributed by *Shalini Chilukuri*

My name is **Shalini Chilukuri**. I am currently a senior pursuing an Accelerated Master of Public Affairs degree at Indiana University School of Public and Environmental Affairs (SPEA) in Bloomington, Indiana.

Over the past few months, I had the opportunity to work as an intern for the Indiana Department of Labor's (IDOL) consultation and education division, INSafe, as part of the Governor's Public Service Summer Internship Program. During my internship, my responsibilities included various marketing and communication projects, which entailed creating daily social media posts for IDOL's Facebook and Twitter pages; writing articles on occupational safety and health topics for the agency's quarterly newsletter, *INdiana Labor Insider*; working with Adobe software to design and develop content; and planning a four-month agenda of tasks to complete for **Indiana Occupational Safety and Health Administration's (IOSHA) 30th Anniversary celebration**.

In addition to my tasks within the agency, I attended weekly special events offered to interns, including a soft skills workshop, discussions with various state agency directors, tours of state and community facilities, and a meeting with Governor Michael Pence. These diverse activities were very enjoyable and served as opportunities to network with other college and graduate students, many of whom were also beginning to explore their career options within the public sector.

From day one, I was greeted with smiles and engaged in friendly conversations with IDOL's staff. I had the pleasure of working alongside my immediate supervisor Kirstin Gent, INSafe's Marketing and Communications Assistant, who was extremely helpful and patient with me as I acclimated to my roles. Given that this was my first full-time job, I appreciated that both she and Michelle Ellison, the Assistant Commissioner of Labor and Director of INSafe, made the process much less intimidating for me. Unlike some internships that solely consist of carrying out tedious tasks tailored for inexperienced college students, I was grateful for the autonomy I was given to complete several enriching assignments.

From this experience, not only did I gain a surplus of knowledge on IOSHA's rich history – but I put my planning and project management skills to the test. I learned how much I value the ability to work in a collaborative environment, much like that of IDOL's, and I gained relevant insight from current public service officials on their work experiences.

Thank you to Indiana State Personnel Department for organizing this unique internship program, Michelle Ellison for trusting me to take on this job, Kirstin Gent for the daily support and laughs, and the rest of the agency staff for the kindness and collaboration. I wish the best for IDOL and its future endeavors!

2017 GOVERNOR'S WORKPLACE SAFETY AWARDS!

THE ANNUAL GOVERNOR'S WORKPLACE SAFETY AWARDS WILL BE PRESENTED DURING THE INDIANA SAFETY AND HEALTH CONFERENCE AND EXPO, WHICH TAKES PLACE AT THE INDIANA CONVENTION CENTER. THE CONFERENCE BEGINS FEBRUARY 28 AND CONCLUDES MARCH 2.

WHO WILL TRIUMPH? POW!

NEW THIS YEAR!
NOMINATE YOUR SAFETY AND HEALTH CHAMPION FOR THE NEW AWARD CATEGORY:
SAFETY HERO
TO LEARN MORE, VISIT WWW.IN.GOV/DOL/2934.HTM
APPLICATIONS DUE BY **JANUARY 18, 2017!**

YOU COULD BE THIS YEAR'S WINNER!

EVERYDAY HEROES

2017 INDIANA SAFETY AND HEALTH CONFERENCE & EXPO
Feb. 28-March 2, 2017
Indiana Convention Center, Indianapolis
www.INSafetyConf.com

FIVE ESSENTIALS OF FARMING SAFETY

With 83 percent or more of its land devoted to farms and forests, it is no surprise that Indiana's agriculture industry has the second highest injury and illness rate (5.5 per 100 workers) in the state for 2014. With planting season right around the corner, there are five overall safety efforts that are essential for agriculture workers to keep in mind.

1 Stay Hydrated

About one-third of the heat related injuries and illnesses reported by the Bureau of Labor Statistics (BLS) Census of Fatal Occupational Injuries (CFOI) occurred in the agriculture industry.

To prevent heat-related illness and fatalities:

- Drink water every 15 minutes, even if you are not thirsty
- Rest in the shade to cool down
- Wear a hat and light-colored clothing
- Learn the signs of heat illness and what to do in an emergency
- Keep an eye on your fellow workers
- "Easy does it" on your first days of work in the heat; your body needs time to acclimate

2 Practice Good Posture

According to the National Institute of Occupational Safety and Health (NIOSH), backaches and pain in the shoulders, arms, and hands are the most common symptoms reported by farm workers.

To prevent ergonomic-related injuries:

- Maintain a good back posture while working
- When standing and bending for long periods of time, shift your weight from foot to foot
- Turn your feet and arms to reach for objects instead of twisting your back
- Take frequent stretch breaks to avoid overusing your muscles
- Rotate to other tasks as often as needed
- Ask for assistance in lifting heavy items



3 Drive Safely

There were 13 transportation-related fatalities reported in the Hoosier agriculture industry in 2014; eight of which involved the use of a tractor.

Reduce the risk of tractor accidents by:

- Being physically and mentally fit
- Do not drive a tractor without proper training
- Read and be familiar with the operator's manual
- Only use tractors for their intended purposes
- Inspect the tractor prior to each use

4 Practice Caution Around Grain Bins and Silos

Employees who work near grain bins and silos are at risk for suffering injuries as well.

To prevent asphyxiation:

- Avoid entering a grain storage bin as much as possible
- If you must enter, do not walk on or "down" the grain to make it flow
- Station an observer who is equipped to provide assistance and perform rescue operations outside the bin
- Use a body harness with an anchored lifeline or boatswain chair when entering from a level at or above stored grain

5 Prevent Hearing Loss

Research has shown that farming is among the occupations recognized as having the highest risks for hearing loss.

To reduce the risk for hearing loss:

- Tractor and skid-steers can be purchased with sound-reducing cabs and tightly fitted cab doors and windows to reduce noise for the operator
- Acoustical materials may be installed on walls and ceilings to enclose sound
- Larger engines that can be operated at lower speeds reduce noise levels and may even conserve fuel
- Vibration isolation pads may be installed under legs of noisy equipment to reduce noise
- Newer chainsaws and leaf blowers have flexible mountings to reduce vibration-induced noise



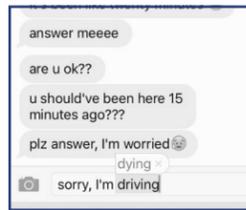
August 21, 2014 | An agriculture worker was using a utility tractor to remove cow waste from a barn. The rear of the utility tractor was outfitted with a makeshift scraper. The worker was driving towards the ten-foot deep waste pit when the tractor failed to stop in sufficient time. While the pit edge was protected by a guardrail, the tractor's front tires fell into the pit. The worker became pinned between the utility tractor and the guardrail. The worker died as a result of his injuries.

WHAT WE CAN LEARN

To prevent similar incidents from occurring in the future, employers and employees should:

- Conduct a comprehensive worksite assessment at the beginning of each job or task. Identify potential safety and health hazards and implement safeguards to protect employees from these hazards.
- Perform regular inspections of all equipment and machinery prior to each use. Ensure the equipment is in good working order as identified by the manufacturer's recommendations prior to use. Do not use equipment if it is in need of repair or replacement.
- Ensure all equipment, machinery, and tools are used in accordance with the manufacturer's recommendations. Use only manufacturer-approved attachments.
- Ensure employees have received and understand the appropriate safety training so they may recognize hazards associated with each job, task, equipment, machinery, and tools.

DRIVE NOW TXT L&R Scholarship Winners 2016

Most Creative High School Photo

AUDREY BOUDREAU

Benton Central Junior-Senior High School



Most Creative High School Video

EMILY ANN POE

Kankakee Valley High School



Most Creative High School Video

**MELANIE HARROLD, GRANT STETLER,
CRIS ROBINSON, KAYLEENA VENDITTO**

Columbia City High School



Most Creative College Photo

ALEXANDER EIB

Purdue University



Most Creative College Video

**JORDAN HERSEY, KATIE OSWALT,
AARON GILTNER, MATT NEFF**

Huntington University



Indiana State Police Superintendent Douglas G. Carter celebrates the success of the Drive Now TXT L&R social media and awareness campaign with this year's scholarship winners.

The **Drive Now TXT L&R Social Media Contest** is an awareness campaign and scholarship opportunity coordinated by the Indiana Department of Labor, Indiana State Police, Indiana Department of Transportation, Bureau of Motor Vehicles, and the Indiana Criminal Justice Institute. This annual campaign coincides with Distracted Driving Awareness Month in April and serves as a reminder to all Hoosiers, of all ages, that texting while driving is dangerous and has real, life-or-death consequences.

During **Distracted Driving Awareness Month**, Indiana students posted hundreds of tweets, photos, videos, and more to spread the **#TXTL&RIN** message and encourage their peers to be safe behind the wheel.

For the 2016 campaign, 11 Indiana high school and college students were selected for their hard work and creativity in their photo and video posts. Within the month of April, the **#TXTL&RIN** campaign reached **more than 600,000 individuals** on social media through

Twitter, Instagram, YouTube, Vine, and more. Winners received up to \$5,000 prizes in their CollegeChoice529 savings plans to help them during their post-secondary education. Their creative work has reminded not just Hoosiers, but drivers across the country that it's critical they drive now and text later.

Winners and their families were invited to the Indiana State House to meet with Indiana State Police Superintendent Douglas G. Carter for an awards ceremony celebrating their achievements on June 29, 2016. Each received a certificate and had an opportunity to speak about his or her contest experience.

"IT'S A REALLY IMPORTANT MESSAGE THAT NEEDS TO GET OUT THERE," EXPLAINED COLLEGE-BOUND WINNER EMILY ANN POE. "MY PEERS NEED TO PROTECT THEMSELVES AND PAY ATTENTION WHILE THEY'RE DRIVING. THAT'S WHY I PARTICIPATED."

Frequently Asked Questions Ladders: Safety, Use, and Storage

Contributor:
Benjamin Ross
INSafe CONSTRUCTION
SAFETY CONSULTANT

Q. How often do ladders need to be inspected?

A. Ladders used in construction must be inspected periodically by a competent person for visible defects. The frequency of inspections in both construction and general industry should be determined by use and exposure. Defective ladders (e.g. missing rungs, broken or split rails, corroded components, etc.) must be immediately marked as defective and not used until repaired as per the manufacturer's recommendations.

Q. Is there a time or reason I shouldn't use a ladder?

A. There are a few questions you must first ask yourself or employees who may need to use a ladder.

- Will heavy items be held while on the ladder?
- Does the elevated area require a long ladder that could be unstable?
- Will work be performed at this height over an extended period of time?
- Will working on a ladder require standing sideways or reaching?
- Are there any obstructions preventing safe ladder use?

If the answer is "Yes," to any of the questions above, then you may need to consider using something other than a ladder, like a scissor lift or scaffold.

Q. How do I make sure I'm using the correct ladder?

A. Start by checking the duty rating to ensure the ladder is rated for the personnel and material that will be used from it. Make sure the ladder is the appropriate size for the job. The average craftsman will generally work most comfortably at his or her shoulder level, which is

about five feet above where he or she stands. Keep in mind employees will stand two feet down on a standard stepladder and three feet down on an extension ladder, and allow for this when determining what length of ladder to use.

Q. How should ladders be stored?

A. It is very important to maintain and store ladders to keep them in good, working condition. Materials or tools should never be stored on a ladder. Wood ladders should be stored where they will not be exposed to excessive heat or dampness. Fiberglass ladders should be stored where they will not be exposed to sunlight or other ultraviolet light sources. Storing ladders on racks is a very good option, as it provides support when they are not in use.

Q. Where can I learn more about ladder safety?

A: The federal **Occupational Safety and Health Administration (OSHA)** has several developed resources, which include the following:

- **OSHA QuickCard: Portable Ladder Safety**
- **Construction eTool: Ladder Safety**
- **Stairways and Ladders: A Guide to OSHA Rules**

Employers may also be interested in free, confidential, and onsite workplace safety and health consultation services provided by **INSafe**. Please visit www.in.gov/dol/insafe to learn more about these services. To submit a request for onsite workplace safety and health consultation, please visit www.in.gov/dol/2896.htm. Employers may also contact **INSafe** with any questions by phone at **(317) 232-2688** or by email at insafe@dol.in.gov.

Keep up with #IDOL on social media



The **Indiana Department of Labor's** goal is to *advance the safety, health, and prosperity of Hoosiers in the workplace*. Our agency utilizes social media, including (but not limited to) Facebook, Twitter, and YouTube, to enhance the reach and accessibility for Indiana's workers.

Like Follow & Subscribe for

- News releases and media advisories
- Labor statistics and data
- Event and campaign announcements
- Updates regarding labor laws
- Seasonal safety and health information

Web Locations:

www.facebook.com/indianadepartmentoflabor

www.twitter.com/indeptoflabor | www.youtube.com/user/IndianaDOL



Safety Training and Seminars for 2016

Course	Date(s)	Location	Sponsor
OSHA 10-Hr General Industry	Nov. 3-4	SES Environmental	SES Environmental
OSHA 10-Hr Voluntary Compliance	Nov. 14-15	Indiana Manufacturers Association	Safety Management Group
OSHA 13-Hr Voluntary Compliance	Nov. 14-17	Indiana Manufacturers Association	Safety Management Group

Additional training and seminar opportunities are listed on the Indiana Department of Labor's website, complete with upcoming dates, times, locations, and registration information.

Please visit www.in.gov/dol/2383.htm for full details and additional events.



We're your partner in workplace safety and health.

The ***Indiana Labor Insider*** is a free, electronic newsletter of the Indiana Department of Labor's onsite workplace safety and health consultation division, INSafe.

Learn more about INSafe online at www.in.gov/dol/insafe.htm or email INSafe with questions, suggestions or comments at insafe@dol.in.gov.

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