

Indiana Labor Insider

September/October 2009

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

Mitchell E. Daniels Jr., Governor

Lori A. Torres, Commissioner of Labor

Working to Deliver the Information You Need

Friends,

I hope you enjoy this issue of our electronic newsletter. We are working to deliver a variety of topics that are useful to you. In this issue you will find topics from transportation dangers (still the number one way to be killed at work, and almost everyone has employees who drive), to new child labor trainings for our stakeholders who employ teens under 18, and an introduction to Workers Compensation. While the Workers Compensation Board isn't a part of the Indiana Department of Labor, we are physically located across the hall from each other, and we both deal with injured employees. It's good to understand that system as well as ways to avoid getting into it!

We're also beginning to see concrete changes at the national level. For one, nominations for the Assistant Secretary of OSHA and MSHA have now been made with confirmation hearings pending. Closer to our day to day operations, a crackdown on fraudulent OSHA trainings is being undertaken, and we've included an article on this federal initiative in this issue as well.

Thanks to all of you who responded to our most recent solicitation for feedback on this and other communication tools we use. It helps us to deliver on our goal of serving you in ways and in places that **YOU** find valuable.



Lori A. Torres
Commissioner of Labor

To your continued health and wealth,

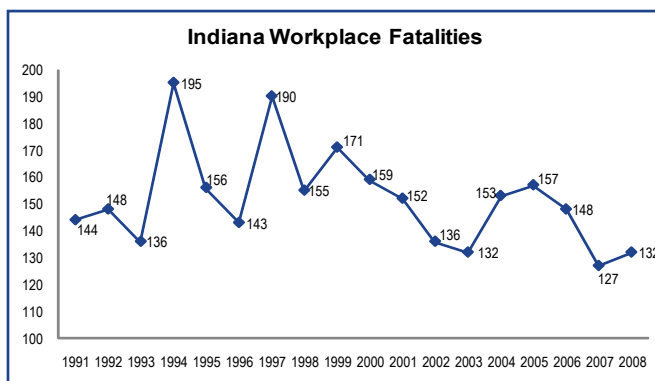
Lori A. Torres
Commissioner

Indiana 2008 Workplace Fatality Report: Second Lowest on Record

In 2008, 132 Hoosier workers suffered a fatal work-related injury. The 2008 fatality report is tied for the second lowest report in Indiana since 1992, when the Bureau of Labor Statistics (BLS) began conducting the Census of Fatal Occupational Injuries (CFOI) Survey.

The three industries in Indiana with the highest number of occupational fatalities in 2008 are **agriculture** (22), **construction** (19) and **manufacturing** (18). Nineteen of the 22 **agriculture** industry fatalities were in crop production, with one-third of the fatalities resulting from overturned farm equipment. Fatal injuries reported in the **manufacturing** industry in Indiana more than doubled from 2007, when seven work-related deaths were reported.

The Indiana **construction** industry has a high number of fatalities, however, it continues on a three-year downward



trend. The recorded annual high construction-related fatalities in Indiana was 32, which was reported in 1992.

When combining all Indiana industries together, **transportation accidents** lead as the primary cause of work-related fatalities. In 2008, there were 61 work-related transportation fatalities in Indiana. The next most common event resulting in work-related death is categorized as **contact with objects**,

in which 34 workers were killed. This is the highest number of incidents on record and includes 14 workers that were **struck by a falling object**, as well as 11 workers that were **caught or compressed by equipment or objects**.

Additional information concerning the 2008 BLS CFOI Survey is available online at www.in.gov/dol/stats.htm. Non-fatal injury and illness data will be available in October 2009.

SAFETY ALERT:

Crashes Affect Everyone

Motor vehicle-related accidents are the **leading cause of work-related deaths both in Indiana and in the United States.**

According to the 2008 Bureau of Labor Statistics' (BLS) Census of Fatal Occupational Injuries (CFOI) Survey, 61* or 46% of all Hoosier work-related fatalities were a result of a transportation accident last year. Since 1996, nearly 900 workplace fatalities in Indiana have been caused by transportation accidents. Anyone who operates a vehicle as a part of his or her job is at risk of being involved in a roadway crash.

Unlike other workplaces, the roadway is not a closed environment that employers and employees can easily control. Employers and safety professionals must look beyond their usual boundaries to develop effective methods for preventing work-related roadway crashes. In some work settings, there are widely accepted interventions that will prevent injury if they are implemented properly. The roadway work setting requires safety professionals to consider issues and method of prevention that apply to the broader roadway safety environment (e.g., roadway design, restraint use and vehicle crashworthiness).

Proactive employer policy can do much to promote vehicle safety on and off the job. Employers can provide fleet vehicles that offer the highest levels of occupant protection in the event of a crash, and they can ensure that these vehicles receive regular inspections and maintenance.

THE TOP 3 THINGS EMPLOYERS SHOULD KNOW:

Driver competence and readiness are critical to workplace vehicle safety, thus it is crucial that employers check driving

records of prospective workers, ensure that workers have valid driver's licenses and provide appropriate training for the vehicle the worker will operate. Employers should also not place workers at risk by pressing them to complete deliveries or client contacts within unrealistic time frames. The single most important driver safety policy that employers can implement and enforce is the mandatory use of seat belts.

Driver fatigue has been identified as a contributor to roadway crashes among workers as well as in the general population. Time of day (especially night driving), duration of wakefulness, inadequate sleep, sleep disorders and prolonged work hours (including time spent performing non-driving tasks) have all been identified as contributing to the risk of fatigue-related crashes.

Distracted driving, the use of cell phones (talking or texting) while driving and the increased use of other in-vehicle technologies present many other safety concerns. Research conducted among the general population suggests that hands-free devices are not necessarily a satisfactory alternative, since conducting a conversation while driving creates cognitive demands that result in measurable declines in driver performance.

The National Institute for Occupational Safety and Health (NIOSH) has made additional information available online at www.cdc.gov/niosh. Information about general traffic safety is also available from the Federal Highway Administration of the U.S. Department of Transportation at www.fhwa.dot.gov.

*The CFOI Survey does not provide fatality data concerning the worker's commute to and from work and home.

It Happened Here: **Monroe County**

Jeanne Hedge, Compliance Safety and Health Officer
Indiana Occupational Safety and Health Administration

Background: At work, more people are killed in motor vehicle accidents than from any other cause. From 2003-2008, 238 Hoosier workers were killed on-the-job as a result of a highway accident.

Fatal Event: On March 11, 2009, at 7 a.m., a work crew of four employees from a tree service company traveled in a company vehicle from Spencer, Indiana to Kokomo, Indiana. They joined another work crew to assist in removing trees along a power line right-of-way. At 2:30 p.m., the work crew from Spencer left Kokomo to return to the central meeting location in Spencer.

At 4:41 p.m., the work crew vehicle crossed the centerline of the highway and collided head-on with another vehicle. A third vehicle also suffered damage from accident debris. Witnesses

state that the driver of the work crew vehicle fell asleep while driving. All four members of the work crew were wearing their seatbelts and the front airbags deployed.

The driver of the work crew vehicle was pronounced dead at the scene from blunt force trauma to the chest. The other three work crew members suffered leg injuries, requiring one to be airlifted to the hospital and the other two to be transported via ambulance.

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

- Not drive or operate a motor vehicle if they are fatigued.
- Not extend work hours too far beyond the traditional work day.
- Mandate the use of seat belts at all times.
- Familiarize themselves with the vehicle, including maintenance procedures for all vehicle systems.
- Train and retrain drivers in safe driving practices.

Trucking Fatalities by the Mile: An Occupational Safety Study

Joseph Black, BLS Survey Coordinator
Indiana Quality, Metrics & Statistics

One of the freedoms we enjoy in the United States is our freedom to travel, which has always been looked at as a way to express our independence as individuals. Whether it is for work or for leisure, whenever we travel the nation's highways, we share the road with many vehicles that are vital to our daily commerce, most notably semi-trucks.

Like anyone who operates a vehicle, truck drivers often face issues with weather as well as other factors that can lead to accidents, which can result in serious injury or death for those involved. Truck drivers also face the added pressures of working with deadlines and long hours of driving. Federal law allows over-



the-road truck drivers to work as many as 70 hours a week. Inconsistent speed limits for trucks in the various states, as well as varied levels of law enforcement, can present issues for truck drivers trying to meet deadlines.

After considering all of these factors, a study was developed looking at fatalities involving truck drivers using data from the U.S. Department of Labor's Census of Fatal Occupational Injuries (CFOI) Survey. The study not only looks at the number of fatalities in each state*, but also compares those numbers with the total number

of miles of road in each state. This comparison helps to measure the frequency of truck driver fatalities in each state.

Data for the study was available on the U.S. Department of Transportation (U.S. DOT), Federal Highway Administration's website, which contains the total number of miles of road in each of the 50 states, along with the District of Columbia and Puerto Rico. The most recent year for which data was available was 2006. The total road miles figures in the table below include all types of roads, from interstates and U.S. and State highways to rural roads and streets under local jurisdictions.

The BLS fatality numbers were from the Multi-Screen Data Search available on their website at www.bls.gov. The study includes only the fatalities of truck drivers that involved highway transportation incidents (i.e. those occurring on any type of roadway except parking lots). Truck drivers include over-the-road truck drivers, as well as local truck drivers and truck drivers involved in sales (e.g. drivers for beverage and snack food companies who transport stock to retail locations).

Once the data was obtained, the number of miles in each state was divided by the number of fatalities. The quotient of this equation is the number of miles per fatality in each state. As the results illustrate, the higher the number of miles in a state, the lower the number of fatalities per area of land. Conversely, when the number of miles is lower, this represents a greater number of fatalities per paved land area.

Below, is an excerpt from a table constructed using this data. The states are listed from the lowest number of miles per fatality to the largest. For more BLS data, visit www.bls.gov and click on "Injuries, Illnesses & Fatalities." Additional data from the Federal Highway Administration of the U.S. DOT is available at www.fhwa.dot.gov. For questions concerning this table or article, please contact the IDOL's Quality, Metrics and Statistics Division at stats@dol.in.gov.

Rank	State	Number of Fatalities From Highway Transportation Incidents ¹	Total Number of Road Miles ²	Road Miles per Fatality ³
-	All U.S.	653	4,033,002	6,176
1	Wyoming	12	27,835	2,320
2	New Jersey	11	38,560	3,505
3	Indiana	27	97,037	3,594
4	Kentucky	21	78,233	3,725
5	Maryland	8	31,098	3,887
6	Florida	31	121,996	3,935
7	Pennsylvania	30	121,294	4,043
8	New York	28	113,617	4,058
9	West Virginia	9	37,052	4,117
10	Tennessee	22	91,417	4,155

*Alaska, Hawaii, Idaho, Maine New Hampshire, Rhode Island and Vermont did not have the minimum number of at least three (3) fatalities in order for their totals to be published by the BLS in 2006.

¹Number of Fatalities from the U.S. Department of Labor, Bureau of Labor Statistics (BLS) in cooperation with the Indiana Department of Labor

²Total Number of Road Miles from the Federal Highway Administration, U.S. Department of Transportation

³Road Miles per Fatality are rounded to the nearest whole number

Indiana Bureau of Child Labor Brings Training Straight to You

Kenneth Boucher II, Director of Child Labor, Training & Education
Indiana Bureau of Child Labor

The Bureau of Child Labor is pleased to offer free training seminars covering Indiana's Child Labor laws. These training seminars are one-hour in length and discuss all aspects of employing minors, from obtaining a work permit through the termination of employment. The intent is to keep teen workers safe while also helping employers comply with Indiana's Child Labor laws.

Live trainings are scheduled in a different region of the state each month. In addition to the regional trainings, the Bureau is also offering several teleconference trainings. The teleconferences may be attended via telephone from anywhere in the state.

Trainings are open to everyone—employers, educators, parents and minors. Anyone who would have a direct interest in the employment of minors is encouraged to participate. Each seminar and teleconference will cover the same topics and there will be ample opportunity for questions and answers. Space is limited and registration is required.

Those with questions concerning the upcoming trainings or anyone wishing to register for a seminar or teleconference, may visit the Child Labor Training page online at www.in.gov/dol/2654.htm. The Bureau of Child Labor may also be contacted by e-mail at childlabor@dol.in.gov or by telephone at (317) 232-2655.

2009 Child Labor Training Seminars			
Date	Location	Morning	Afternoon
10/1/09	Teleconference	10 a.m. EDT	1 p.m. EDT
10/6/09	Teleconference	10 a.m. EDT	1 p.m. EDT
10/14/09	Regional - Evansville Ivy Tech Community College Vectren Auditorium 3501 North First Avenue Evansville, Indiana	10 a.m. CDT/ 11 a.m. EDT	1 p.m. CDT/ 2 p.m. EDT
11/5/09	Teleconference	10 a.m. EST	1 p.m. EST
11/10/09	Teleconference	10 a.m. EST	1 p.m. EST
11/18/09	Regional - Fort Wayne Ivy Tech Community College SL 513 4801 Sirlin Avenue Fort Wayne, Indiana	11 a.m. EST/ 10 a.m. CST	2 p.m. EST/ 1 p.m. CST
12/3/09	Teleconference	10 a.m. EST	1 p.m. EST
12/8/09	Teleconference	10 a.m. EST	1 p.m. EST
12/09/09	Regional - Indianapolis Indiana Government Center - South Conference Room C 402 West Washington Street Indianapolis, Indiana	10 a.m. EST	1 p.m. EST

Register for Child Labor Training online at www.in.gov/dol/2654.htm.



You Asked, We Answered - On-site OSHA Consultation

Does the Department of Labor offer OSHA compliance assistance?

Yes, consultation services are provided by the INSafe Division of the Indiana Department of Labor using a team of highly-skilled and trained occupational safety and health experts. INSafe Safety and Health Consultants provide assistance in hazard recognition and correction, technical assistance and safety and health program development and management. Services are voluntary, confidential and free of charge.

Is INSafe consultation open to any employer?

INSafe consultations are primarily designed for small, high hazard businesses (250 employees or less on-site/500 company-wide), however any employer in the State of Indiana may request assistance. Requests for on-site consultation visits will be prioritized by employer size, industry type, etc. To initiate a request for assistance, an employer must complete the Consultation Request Form, which is available online at www.in.gov/dol/insafeconsultation.

Will an INSafe Consultant certify that my workplace is compliant?

While consultation is a step in the right direction, INSafe

Consultants will not certify or guarantee that any workplace will "pass" a compliance inspection. To learn more about INSafe consultation services, visit www.in.gov/dol/insafe.

How is an INSafe consultation different from IOSHA inspection?

Unlike IOSHA inspections, INSafe services are voluntary—the employer must request assistance. INSafe services are confidential, while IOSHA inspections are a matter of public record. INSafe Consultants do not issue citations resulting in penalties or fines for IOSHA violations. Rather, the INSafe Consultant works with the employer in a proactive manner to identify and correct workplace safety and health hazards.

If I just have a technical question, may I speak to an INSafe Consultant over the phone?

Depending on an employer's question, it may be able to be adequately addressed over the phone or through email communication. INSafe Safety and Health Consultants are available to provide guidance over the phone or through email during typical business hours. Employers or employees with questions may phone (317) 232-2688 or email insafe@dol.in.gov.

IDOL Signs Two New Saftey and Health Partnership Agreements

The Indiana Department of Labor (IDOL) has recently entered into two comprehensive occupational safety and health partnership agreements on construction projects in the state. The OSHA Strategic Partnership Program moves away from traditional enforcement methods to embrace collaborative agreements and work cooperatively to address critical workplace safety and health issues. IDOL partnerships and alliances are managed by the OSHA consultation and outreach division, INSafe

The first of the two new partnership agreements was signed on July 8, 2009 with **Meyer Najem Construction, LLC**, to cover the Ortho Indy/Indiana Orthopedic ASC & Clinic construction project in Greenwood, Indiana. The second was signed on August 25, 2009 with **EH Construction, LLC** to cover the construction of Morgan Elementary School in Palmyra, Indiana. The partnership agreements are very similar in nature and both contain the goals of reducing the number and severity of injuries and illnesses and achieving zero fatalities on the respective projects, with a focus on subcontractor safety performance and education.

In order to reduce the number of injuries and illnesses and achieve zero fatalities, both companies have outlined specific measures that will be taken. These measures include a Total Recordable Case (TRC) Rate of less than 4.0 annually, 100% fall protection for any activity over six feet above grade (with the exception of platform ladders) and a comprehensive workplace safety program, written by the company and approved by the IDOL.

In addition to these measures, both partners included a requirement for a designated competent person to be on-site for each subcontractor. The qualifications for the competent person vary depending on the number of employees under a subcontractor's supervision and the trade in which they work. INSafe consultants will work alongside company management and safety personnel to assist them in implementing and enforcing their safety programs.

Partnership agreements provide recognition to the company for being a valued safety and health partner of the IDOL. They also grant a conditional deferral from programmed IOSHA inspections. However, partnership agreements do not exempt a company from enforcement measures in the instance of a complaint, severe injury, catastrophe or fatality. Construction project partnerships are typically valid through completion of the project. For more information on IDOL partnerships or alliances agreements please visit www.in.gov/dol/2387.htm or contact INSafe by email at insafe@dol.in.gov.

Meet the Companies: An Introduction to the Newest IDOL Partners

Meyer Najem Construction, LLC

Meyer Najem, located in Fishers, Indiana, was established in 1987. The company has constructed multiple medical facilities in Indianapolis and the surrounding areas, their most recent being the Ortho Indy facility in Greenwood. Meyer Najem has received numerous safety and health awards, including a 2008 MICCS Zero Injury Award. The company recently signed a partnership agreement with the IDOL for their Ortho Indy project, which is set to be completed in 2010.

Company Website: www.meyer-najem.com



Deputy Commissioner of IOSHA Jeffry Carter, Director of Construction Safety Jerry Lander, Commissioner of Labor Lori A. Torres, Deputy Commissioner of INSafe Sean Keefer and representatives from Meyer Najem sign a safety and health partnership agreement.

EH Construction, LLC



Deputy Commissioner of IOSHA Jeffry Carter, Deputy Commissioner of INSafe Sean Keefer, Commissioner of Labor Lori A. Torres and representatives from EH Construction sign a safety and health partnership agreement.

EH Construction is located in Shepherdsville, Kentucky. In the past, they have worked on projects including Kroger grocery stores, medical facilities, government buildings and schools. The EH Construction philosophy is to take "a hands-on approach to each and every project, resulting in the level of quality our clients have come to expect." With their most recent endeavor of signing a safety and health partnership with the IDOL, they have taken that philosophy a step further, taking a hands-on approach to occupational safety and health.

Company Website: www.ehconst.com

Employer and Employee Obligations Under the Indiana Worker's Compensation Act

*Article Contributed by Tony West, Director of Compliance
Indiana Worker's Compensation Board*

The **Indiana Worker's Compensation Act** requires employers to insure their employees against losses for workplace injuries. This statutory obligation also includes the responsibility for administering workplace injury claims, which means assigning medical providers and paying lost wages and other benefits. These employer duties are the backbone of Indiana's workers' compensation system, but the system functions as intended only if injured employees understand their obligations and the employer's duties under the Act.

The employer's first obligation is to ensure that benefits are available to employees for workplace injuries. There is no magic number of employees that triggers the employer's obligation to provide workers' compensation insurance—even employers who have only a single employee must provide coverage for that employee. Instead of numbers, the law allows exemptions based on the kind of employment relationship. The types of employment relationships that are exempt from mandatory coverage are casual laborers, farm and agricultural workers, household workers, and police and firefighters. Most others types of employment must include benefits for workplace injuries. There are a limited number of circumstances where an employee can apply to the Board for a certificate to operate as in independent contractor. An independent contractor is someone who works for herself and has no employer.

The law provides for three types of benefits to insured injured workers. Those benefits are medical care for the work-related injury, wage replacement for pay lost because of the injury and payment for any permanent impairment which may result from the injury.

Along with the employer's obligation to provide medical care comes the right to choose the medical provider. Employers or their insurance carriers may select the physicians who treat their injured employees. These providers are called "authorized providers." If the injured worker chooses to see another doctor,

this medical care is "unauthorized" and is generally the worker's responsibility. It is important that injured workers work with their employer or the employer's insurance carrier to ensure that the treatment costs will be paid by the employer or carrier.

In addition to medical care, two monetary benefits may be available to injured employees. The first is wage replacement. This benefit is paid weekly when the employee misses more than 7 days of work because of the workplace injury. In those cases, the insurance pays sixty-six percent of the employee's before-tax pay, based on the wages paid to the employee in the previous fifty-two weeks.

The second monetary benefit is paid for a permanent impairment. This benefit is due if the employee is left with a permanent loss of use of some part of the body. This payment is determined by the actual loss of physical use; it is not based on the impact the injury has on the employee's ability to perform his/her former job duties. The Act contains a formula for calculating the proper payment amount. Neither monetary benefit is subject to income tax.

The Act's imposition of duties is not exclusively put upon employers. Employees, too, have obligations under the Act. Injured employees are obligated to notify their employer of the injury as soon as possible so the employer has an opportunity to perform its obligations and exercise its options. Additionally, an injured employee is obligated to attend appointments for treatment and examinations as directed by the employer or insurance carrier. Refusing to attend these appointments is grounds for suspending all benefits to the injured employee until he complies.

The Indiana Worker's Compensation Act was enacted to provide a more speedy remedy and recovery to benefit both employers and employees alike. Achieving these purposes is best accomplished when employers and employees alike becoming aware of responsibilities under the law. The Indiana Worker's Compensation Board is available to answer questions at (317) 232-3808. Additional detailed information is available in the Work Comp Handbook, which is available on the Board's website at www.in.gov/wcb.

OSHA Establishes "Watch List" to Nab Fraudulent Outreach Trainers

An undercover investigation conducted by the federal Occupational Safety and Health Administration (OSHA) revealed that a trainer in Las Vegas, Nevada failed to comply with OSHA's outreach training program guidelines. Infractions included submitting falsified information regarding instructional time spent on topics, failing to collect and retain the required documentation and inappropriately advising students not to contact OSHA to report workplace safety and health hazards.

To crack down on fraudulent OSHA outreach trainers, the United States Department of Labor published an **"Outreach Trainer Watch List."** The watch list will identify

occupational safety and health trainers who have had their trainer authorizations either revoked or suspended by OSHA. Updated training guidelines, issued in February 2009 are available online at www.osha.gov by clicking on "O" for outreach on the "A-Z index."

The "Watch List" is available online at www.osha.gov/dte/outreach/construction_generalindustry/watchlist.html. As of publication date, no Hoosier companies or trainers were on the list. In addition, to the watch list, a hotline to report fraud or abuse in training has also been established. Complaints may be made by phone to (847) 297-4810.

Behind the Numbers: Recordkeeping Can Make Your Workplace Safer

If an employee at your workplace does not have an accident this year, what is the underlying reason? Is it because your workplace has an effectively developed and implemented safety and health management system, or is it simply pure luck? Luck usually runs out. Without a well-developed and implemented occupational safety and health program, you are putting yourself, your employees and your business at risk.

Workplace accidents are an all too common occurrence and are very costly. In Indiana, in 2007, there were 125,000 non-fatal occupational injuries and illnesses. Federal OSHA estimates that collectively, employers pay almost \$1 billion per week for direct worker's compensation costs alone.

A good tool to begin the construction or strengthening of your occupational safety and health program is your occupational injury and illness records. These records are better known as the OSHA 300 Log. Effective recordkeeping is just as important as safety training and personal protective equipment (PPE) when it comes to avoiding workplace injuries and illnesses. OSHA's Recordkeeping Standard (29 CFR 1904) helps ensure that by recording such incidents, they are less likely to be repeated. What you do with the information gathered on these forms can make a huge difference in assessing the integrity of your workplace safety and health program.

Let the OSHA 300 Log and associated injury and illness forms be your roadmap. Your roadmap will help guide you along a path of achieving superior employee safety and health. Begin by reviewing the current and prior year's injury and illness information. It is important to look for commonalities—**what equipment or machinery was the injured worker using,**

repairing or performing maintenance on? By identifying the source of the injury, you can easily assess if the equipment or machine's safety features are adequate. Other things to consider should include when injuries most often occur. **Do they appear to happen at a certain time of the day (early morning, mid-morning, after lunch or later in the afternoon)?** In addition, **the department (e.g. finishing, maintenance, etc.) where the injuries are occurring can also help pin-point potential problem areas.** Identifying common trends amongst workplace injuries will help you to identify where training or retaining of safe work procedures may need to occur.

OSHA Recordkeeping information is available online at www.osha.gov. Use the "A-Z Index" at the top of the screen and click on "R" for Recordkeeping. For OSHA recordkeeping questions or additional assistance, please contact INSafe at insafe@dol.in.gov or by phone at phone (317) 232-2688 to speak to a Safety or Health Consultant.

Do you want your company to be featured in the Indiana Labor Insider?

Share your company's success with us (and all of the Indiana Labor Insider subscribers)! In 400 words or less, tell us how you and your team effectively eliminated or reduced occupational injuries and illnesses at your workplace. Submissions will be accepted electronically only. Please email your submission to insafe@dol.in.gov. Please type "Our Success" in the email "subject line."

INSafe reserves the right to edit submissions for content and space requirements. Submission of article does not guarantee publication. If your submission is chosen for publication, you will be contacted by an INSafe representative.

Recognizing Excellence

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

INSHARP

New: Trane Commercial Systems (Rushville, IN)

VPP

New: **Star** - Kimball Office Furniture Cherry Street (Jasper, IN)
Merit - Jasper Engines and Transmissions (Leavenworth, IN)
Recertification: Rock-Tenn Company (Columbus, IN)

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