

# INDiana Labor Insider

January - April 2013

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

**Michael R. Pence, Governor**  
Sean M. Keefer, Commissioner of Labor

## Welcome from Commissioner Keefer

**Welcome** to the latest issue of the Indiana Department of Labor's newsletter, *INDiana Labor Insider*. I'm excited to return to the agency as your Commissioner of Labor.

The Indiana Department of Labor is embracing Governor Pence's plan to move all our hardworking state agencies from good to great. To make strides in achieving this, the agency is dedicating additional resources to reducing and eliminating work-related fatalities on Indiana's roads and highways and injuries in the Hoosier agriculture and healthcare industries. Transportation-related incidents were the number-one cause of worker death in 2011 in Indiana. Additionally, Indiana's agriculture and healthcare industries have the highest and second most highest non-fatal occupational injury and illness rate of all major industries in the state.

We will proactively work with stakeholders to address the hazards prevalent in these industries. We have begun the process by partnering with the Indiana Department of Transportation (INDOT) to reach out to these at-risk workers, and we will continue to work within the industry to find new and innovative safety systems.

The Indiana Department of Labor is also diligently working to provide information and resources to healthcare industry employers and employees. Healthcare currently has Indiana's

second highest injury and illness rate, and we are focusing efforts to reduce and eliminate workplace hazard exposure to Indiana's caregivers. We launched our workers safety and health initiative with the assistance of Terre Haute, Indiana's Union Hospital and the Indiana State Department of Health in early February. We have already seen a positive response from the healthcare community. We will be continuing the healthcare outreach throughout the year.



Commissioner Sean M. Keefer

Developing a culture of workplace safety and health is critical. The Indiana Department of Labor will continue to provide tools that can help you achieve that goal. The agency is here to assist you in any way it can. Please reach out to provide us with your thoughts, feedback, comments or concerns by calling (317) 232-2655 or emailing [customerservice@dol.in.gov](mailto:customerservice@dol.in.gov).

To your health and wealth,

  
Commissioner

## IDOL Releases *IN Review* 2013

**The** Indiana Department of Labor is pleased to announce the release of *IN Review 2013*. The annual occupational safety and health publication is produced by the agency's OSHA education and outreach division, INSafe. To read the report, please visit [www.in.gov/dol/files/IN\\_Review\\_2013.pdf](http://www.in.gov/dol/files/IN_Review_2013.pdf).

For this report, the Indiana Department of Labor used research from the Bureau of Labor Statistics' Survey of Occupational Injuries and Illnesses (SOII) and the Census of Fatal Occupational Injuries (CFOI) as well as case files and data from the Indiana Occupational Safety and Health Administration (IOSHA).

associations are encouraged to review the information and articles in *IN Review*. The Indiana Department of Labor's goal is to provide resources to better advance the safety, health and prosperity of Hoosiers in the workplace.



Previous editions of this publication are also available online. Past editions may be accessed at [www.in.gov/dol](http://www.in.gov/dol) by clicking on the "Publications" link on the left navigation pane.

For questions about this publication or about Hoosier workplace safety and health, please contact INSafe by email at [insafe@dol.in.gov](mailto:insafe@dol.in.gov) or phone at (317) 232-2688. Additional information about the INSafe division is

available online at [www.in.gov/dol/insafe](http://www.in.gov/dol/insafe).

Employers, employees, professional groups and trade



**!** **FACT:** *It takes just one minute more to travel through a two-mile work zone at 45 mph than at 65 mph.*

**The** construction season has begun, and that means Hoosier construction workers are repairing and rebuilding roadways across the state. Keeping motorists and workers safe requires everyone to come together and focus on safety.

Hoosiers lead very active lives and, because of this, highway work zones can be frustrating. However, driving aggressively or dangerously through these work zones can have life-threatening consequences.

#### **Driving Through Work Zones**

While driving through a work zone, drivers should make sure to stay alert and pay attention; speed limits are reduced, lanes may narrow, and workers may be present. Motorists should slow down and safely merge as soon as they see the signs; this will allow traffic to flow smoothly. Keeping a safe distance on all sides of the vehicle is key as well. Motorists should work to minimize all driving distractions, expect construction delays, allow extra travel time, and if necessary select an alternative route.

#### **Indiana's Work Zone Safety Law**

The Indiana Work Zone Safety Law was revised in July 2011 to establish higher

penalties for driving infractions within highway work zones. Under this law, first-time citations for speeding in a work zone result in a minimum fine of \$300. The fine increases to a minimum of \$500 for a second offense and \$1,000 for a third offense within three years. Motorists who drive recklessly or aggressively through a work zone face fines up to \$5,000. Drivers who injure or kill a highway worker may end up paying a \$10,000 fine or serving up to eight years behind bars. Fines generated from the work zone law are used to fund additional police patrols in and around Hoosier work zones. For more information on this law, please [click here](#).

#### **Online Resources for Work Zone Safety**

For more information about work zone safety and access to resources or safety links, please visit the Indiana Department of Labor's website at [www.in.gov/dol/workzonesafety](http://www.in.gov/dol/workzonesafety). Additional information about transportation safety is also available online at [www.in.gov/dol/2385.htm](http://www.in.gov/dol/2385.htm).

The Indiana Department of Transportation's work zone safety webpage also provides many resources to ensure the safety of Hoosier motorists as well as construction workers. To access this information, visit [www.in.gov/indot/2356.htm](http://www.in.gov/indot/2356.htm).

#### **Free OSHA Consultation Assistance**

Employers may also contact the Indiana Department of Labor's OSHA consultation division, INSafe, to request assistance. Onsite assistance is available at no charge to the employer. To learn more about INSafe, please visit [www.in.gov/dol/insafe](http://www.in.gov/dol/insafe).

# Hoosier Companies Recognized for Workplace Safety and Health Excellence

## Indiana

Lieutenant Governor Sue Ellspermann joined Indiana Department of Labor Commissioner, Sean M. Keefer, to publicly recognize the 2013 [Governor's Workplace Safety Award](#) recipients on March 12, 2013, during the annual [Indiana Safety and Health Conference and Expo](#). Governor Mike Pence conducted an onsite visit to three sites in early April 2013.

The Governor's Workplace Safety Awards seek to highlight those organizations in which workplace safety and health is a top priority. The Indiana Department of Labor seeks nominations for this prestigious award annually. This year, the Indiana Department of Labor received many fine nominations. Eight Indiana companies were recognized. Companies received recognition for innovation, for education and outreach and for developing safety and health partnerships to reduce and eliminate workplace injuries and illnesses.

From the manufacturing of medical devices and diesel engines to the education and development of high school students and a commercial mechanical insulation contractor, the 2013 recipients included organizations engaged in many different activities. For a listing of the 2013 recipients, please refer to the informational box below on this page.



Indiana Lieutenant Governor Sue Ellspermann shares her industry experience and enthusiasm about worker safety and health excellence with the attendees of the Indiana Safety and Health Conference and Expo. (*Indiana Chamber of Commerce provided photo*)

### 2014 Governor's Workplace Safety Award

The 2014 Governor's Workplace Safety and Health Award application will be available by November 1, 2013. The Governor's Workplace Safety Awards are open to all organizations, regardless of size or number of workers affected. All Hoosier businesses, unions, municipalities, schools, service organizations, nonprofit organizations and individuals are eligible to apply for the awards. To qualify, a company must be deemed to be free of compliance disputes concerning all applicable local, state and federal statutes and regulations. The 2014 recipients will be recognized during the Indiana Safety and Health Conference and Expo at the Indiana Convention Center on February 18-20, 2014.

### Additional Information

Additional information about the Governor's Workplace Safety Award is available online by visiting [www.in.gov/dol/2381.htm](http://www.in.gov/dol/2381.htm). To learn more about the 2013 or prior years' recipients, please also visit [www.in.gov/dol/2833.htm](http://www.in.gov/dol/2833.htm). Also, please see page 9 of this edition of the *INDIANA Labor Insider* newsletter for more 2013 Governor's Workplace Safety Award photos.

## 2013 Governor's Workplace Safety Award Recipients

### Education and Outreach - External for General Industry

Medium Company: *Marmon Home Improvement Products, Inc.* (Formerly Cerro Wire, LLC) - Crothersville, Indiana

### Education and Outreach - Internal for General Industry

Small Company: *Lord Corporation* - Indianapolis, Indiana

Medium Company: *Aisin Drivetrain, Inc.* - Crothersville, Indiana

Large Company: *DePuy Synthes Joint Reconstruction* - Warsaw, Indiana

### Innovations - General Industry

Medium Company: *PAOLI Furniture* - Paoli, Indiana

Large Company: *Cummins Seymour Engine Plant* - Seymour, Indiana

### Innovations for Construction - Specialty Contractor

*Gribbins Insulation Company, Inc.* - Evansville, Indiana

### Partnerships for Construction

*Lebanon Community High School Corporation's High School Building Trades Program* - Lebanon, Indiana

# 2013 Governor's Workplace Safety Award Recipients



The 2013 Indiana Governor's Workplace Safety Award winners. Photos left to right: Lieutenant Governor Sue Ellspermann and Commissioner Sean Keefer with employees of PAOLI Furniture. Lieutenant Governor Ellspermann and Commissioner Keefer pose together with representatives from Lord Corporation. Governor Mike Pence and Commissioner Keefer with team members from Marmon Retail Home Improvement Products, Inc. Lieutenant Governor Ellspermann and Commissioner Keefer pose with representatives from with DePuy Synthes Joint Reconstruction. Lieutenant Governor Ellspermann and Commissioner Keefer are photographed with representatives from Lebanon Community School Corporation's High School Building Trades Program and Trinity Safety Group. Lieutenant Governor Ellspermann and Commissioner Keefer pose with representatives from Gribbins Insulation Company. Governor Pence and Commissioner Keefer have their photo taken with representatives from Aisin Drivetrain, Inc. Governor Pence and Commissioner Keefer pose with employees of Cummins Engine Company - Seymour Plant. Visit [www.in.gov/dol/2833.htm](http://www.in.gov/dol/2833.htm) for more information.

# SAFETY ALERT: High Pressure

**Air** and water can be much more dangerous than most people think, especially when under high pressure. Following the recommendations for appropriate personal protective equipment (PPE), keeping surroundings in mind and avoiding exposure are vital for the safety and health of employees.

## Dangers of High Air Pressure

High-pressure air brings two types of common risk: injury from the air itself and injury from items blown by the air. High-pressure air moves dust, particles, splinters and even larger pieces of debris. This debris can easily puncture skin, become lodged in the eye or be inhaled.

Generally, air powers pneumatic tools or is used for cleaning surfaces. However, employers should not allow employees to use compressed air for cleaning themselves or their clothing in general industry situations. The eyes and other body parts, such as the respiratory system, may be damaged as the result of inadequate PPE, lack of chip guards and/or uncontrolled release of compressed air.

One of the largest risks of air by itself is causing an air embolism. This can occur either by air being forced directly through the skin or through any small cut in the skin. The compressed air can then enter the bloodstream as an air bubble and travel to the brain. Once in the brain, the bubble can burst capillaries causing internal bleeding and death. This can occur at even at low parts per square inch (PSI) exposure.

## Safe Work Practices

PPE, including eye protection and gloves must be worn when using high pressure air. Occupational safety and health standards require tools that use air to reduce their pressure to no more than 30 PSI (240 kPa) if the tool's nozzle becomes dead-ended. That is, even though pneumatic tools routinely operate

at over 100 PSI, if the outlet for the air becomes blocked, the air must vent in some manner that reduces pressure to no more than 30 PSI - OSHA Standard [1910.242\(b\)](#).

As per OSHA standard [1910.234\(b\)\(1\)](#), all tools that use pneumatic (air) pressure must use air hoses designed and approved for the pressure needed to operate the tool in question.

Additionally, all equipment that has the possibility to eject the tool being used, such as an air chisel, must use a tool retainer to ensure the worker or co-workers are not injured if the tool is ejected from the equipment.

All air used solely for the purpose of cleaning must be reduced to no more than 30 PSI at all times. Tools must have effective chip guarding to ensure a chip or particle (of any size) is not blown into the eyes or skin of the operator or other workers. Protective air nozzle cones are generally acceptable; however, separate screens or baffles may be used to ensure worker safety.

## Dangers of High Water Pressure

Water is most commonly used under pressure for cleaning, though in certain industrial activities water can even be used to accurately cut steel. Even less powerful electric pressure washers used for residential cleaning are capable of producing well over 1,000 PSI, which can easily be deadly. In an industrial setting where more powerful gasoline pressure washers are used, water pressure can reach 4,000 PSI or more. This level of pressure will cut like a knife through human flesh. Amputation is possible, and studies have indicated that exposure to 7,000 PSI makes amputation a virtual certainty.

When using a pressure washer, it is also possible to receive a high-pressure injection injury. The [Centers for Disease Control](#) (CDC) considers penetration at anything over 100 PSI to be a high-pressure injection injury. This occurs when the body is penetrated by some form of high-pressure spray and often material is left behind. This could be water,



a cleaning agent like a degreaser or solvent, grease, Freon, gasoline, oil or even paint. These types of injuries can lead to permanent nerve damage and even amputation. Immediate medical attention is required.

Great care must be taken and caution exercised in workplace surroundings when using high-pressure liquid. Spraying water near electrical lines, electrical outlets or fuse boxes bears a risk of electrocution. Slip, trip and fall hazards are increased due to the wet ground while pressure washing. Gas-powered pressure washers create exhaust. If used inside, proper ventilation is required to ensure workers are not exposed to carbon monoxide.

### Dangers of High Sound Pressure

An additional concern when using high-pressure pneumatic tools is the increase in noise level. As an example, an air impact wrench averages about 102 decibels (dB). At that noise level, hearing protection is required with even relatively short exposure times. This risk is systemic in jobs that require pneumatic tool use. Further information about hearing conservation and OSHA noise abatement rules can be found in OSHA Standard 1910.95.

### Effective Worker Safety and Health

Effective management of worker safety and health protection is a decisive factor in reducing the extent and severity of work-related injuries and illnesses as well as their related costs. An effective safety and health program forms

the basis of exceptional worker protection and can save time and money—about \$4 for every dollar spent—and increase productivity and morale and reduce worker injuries, illnesses and related workers' compensation costs.

### Free Onsite OSHA Consultation and Technical Assistance

INSafe, a division of the Indiana Department of Labor, provides free OSHA consultation services to Hoosier employers who are committed to improving workplace safety and health. Employer-specific information is not shared with IOSHA, provided the employer agrees to correct all serious safety and health hazards identified by the INSafe Consultant. Each year, INSafe Safety and Health Consultants provide OSHA consultation and training services to more than 400 employers and their employees.

To learn more about INSafe, please visit the division's website at [www.in.gov/dol/insafe](http://www.in.gov/dol/insafe), email [insafe@dol.in.gov](mailto:insafe@dol.in.gov) or phone (317) 232-2688. To request a free onsite OSHA consultation, please complete the request form available online at [www.in.gov/dol/insafeconsultation](http://www.in.gov/dol/insafeconsultation).

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## It Happened Here: Henry County

**Background:** High-pressure air and water can cause serious worker injury, and even death.

**Event:** On May 11, 2012, in Henry County, a plumbing service was dispatched to unclog a school drain. The employee inserted a high-pressure water line into the clogged pipe and proceeded to push water at up to 4,000 PSI into the pipe to clear the obstruction. Once the obstruction was cleared, the employee removed the water line from the pipe without shutting down the high-pressure pump. The nozzle cleared the pipe opening and whipped uncontrollably, spraying the employee in the neck. The high-pressure water severed the employee's carotid artery. The employee was able to move to the machine and shut down the pump before collapsing. The employee died.

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

- Conduct a comprehensive worksite assessment at the beginning of each job. Identify potential hazards and implement safeguards to protect employees from these

hazards. Conduct daily inspections of the jobsite and all equipment.

- Provide appropriate training to employees so they can recognize hazards associated with each job and task.
- Provide employees with the appropriate personal protective equipment (PPE). Instruct employees on the PPE's use and storage. Ensure workers wear all necessary PPE.
- Conduct a daily jobsite briefing or "toolbox talk" to remind workers of the hazards associated with the jobsite, equipment, task, etc.
- Ensure PSI is not above 30. Shut down the pressurizing pump before removing or repositioning the waterline.
- Ensure equipment is used in accordance with the manufacturer's recommendations.
- Foster a culture of workplace safety and health. Employers must hold themselves accountable for their employees' understanding and following of all written safety and health policies, rules, procedures and regulations.



## You Asked, We Answered - Employee Privacy

### Does my employer have a right to search my company-owned vehicle?

An employer has the right to search a company vehicle at any time, because it is owned by the employer. There is no expectation of privacy when it comes to company vehicles.

### Can my employer search my personal vehicle?

As a general rule, an employee's personal vehicle is considered private property and not subject to search by an employer. There may be exceptions to this general rule for employees who work at certain secure facilities. If an employer believes an employee's vehicle contains dangerous or illegal materials, the best course of action is for the employer to call the appropriate law enforcement agency.

### Can my employer search my work locker without my permission?

Generally speaking, yes. An employer may search an employee's work locker at any time. Because the employer owns the locker and is providing it to an employee, the employer retains the right to inspect, search, revoke or change locker assignments at any time. The employee has no expectation of privacy at a locker he or she does not own.

### Do I have the right to review my company's personnel record for me?

Personnel records are considered to be the private property of the employer. Employees do not have the right to view their personnel files without the employer's permission because they are not the employee's property.

### Can my employer review my medical history?

HIPPA laws strictly limit the amount of personal medical history that can be seen by someone who is not authorized by the patient. When it comes to utilizing something like the Family Medical Leave Act (FMLA), the employee is required

to provide general information to justify the use of the act; however, medical history or information about medical issues unrelated to the FMLA request do not need to be divulged.

### Can my employer require that I take a drug test?

Generally speaking, yes. Employers can require employees to be drug tested as a condition of hiring or can administer random drug testing during employment to ensure employees are compliant with the laws concerning a drug-free workplace. The employer can require the employee to pay for his own testing, but the cost of drug testing is generally paid for by the employer.

### Can my employer make me take a polygraph (lie detector) test?

In Indiana, polygraph testing is governed by a federal law, the Employee Polygraph Protection Act of 1988. Polygraph testing is strictly limited by this act. With some exceptions, requiring a polygraph as a condition of employment is prohibited. Exceptions exist for government positions, especially those concerned with national security and defense. Those directly employed by or contracted through the NSA, CIA, FBI, Department of Defense (DOD), Department of Energy (DOE), TSA and others are subject to possible polygraph testing. Also, private companies whose business involves security (security guards, armored car transport personnel, etc.) or the manufacturing of controlled substances like schedule I, II, III or IV drugs can be tested with a polygraph.

### Can my employer videotape or audio record the workplace?

Video and audio recording equipment is permitted in most areas at a business location. However, the employer may not place recording instruments in private areas such as bathrooms and changing rooms.

## Commissioner Presents Inaugural Award of Excellence

# Indiana

Department of Labor Commissioner Sean M. Keefer presented the inaugural Commissioner's Award of Excellence to Traci Hardin on March 20, 2013. The Commissioner's Award of Excellence seeks to recognize individuals for their exemplary contributions to occupational safety and health.

Hardin serves as the vice president of safety and compliance for Fishers-based **Meyer Najem Construction, LLC**. Hardin's responsibilities include the management of the company safety program for all projects, human resources, diversity, leadership, training and mentoring. Hardin is actively involved with the construction industry through the **Metro Indianapolis Coalition of Construction Safety (MICCS)**, **Associated Builders and Contractors of**

**Indiana (ABC)**, **National Association of Women in Construction (NAWIC)**, the **American Society of Safety Engineers** and **Society of Human Resource Management (SHRM)**.

For more information about the Commissioner's Award of Excellence, please visit the Indiana Department of Labor's website at [www.in.gov/dol/2831.htm](http://www.in.gov/dol/2831.htm).



Commissioner Keefer and Traci Hardin. (Photo taken by Jennifer Arvin, Meyer Najem, LLC)

# Spotlighting Best Practices: “Expanding Safety”

**Covanta Energy**, located in Indianapolis, Indiana, is the world’s largest owner/operator of energy-from-waste facilities. Covanta employs more than 4,200 workers in North America, Europe and Asia. Covanta currently has 40 sites involved with OSHA’s voluntary protection plan (VPP), and it is a publically traded company.

Contributed by: *Jamie Caine, CSP Regional Safety Administrator Covanta Great Lakes Region*

**Liquid** direct injection (LDI) was recently added to the energy-from-waste process at the Covanta Indianapolis facility. The facility participates in the Indiana Voluntary Protection Program (VPP) as a “Star” site.

This change included the addition of a tank farm with four silo buildings to contain the waste liquid to be burned and a pump house to move the liquid to and from the various tanks. These liquids, mainly waste soaps at the Indianapolis facility, are off-loaded and pumped into holding tanks. The liquid is then pumped from the holding tanks through injection nozzles that mist the liquid waste product into the active boilers for combustion. Approximately 80,450 tons of liquid was evaporated in this process during 2012.

This new addition and its subsequent construction presented a number of challenges that needed to be addressed to ensure the continued high standard of worker safety and health at all Covanta facilities. First, management at Covanta Indianapolis had to select the right contractor to do the job. To accomplish this, a thorough screening process for all bidders was implemented. Once a contractor was selected, the plans were reviewed multiple times to ensure worker safety was never overlooked or could be compromised. Regular assessments were conducted during the installation and construction phases of this project and a final audit of the construction area was completed before signing off on the contractor’s work.

A priority focus of this project was to ensure the facility would maintain all VPP expectations during construction and continue safely once production began. Once the project was completed, that didn’t mean Covanta

could reduce any safety efforts. Covanta Indianapolis still has to manage on-going safety concerns every day. The tanks need to be cleaned on a regular basis, which requires employees to enter into a confined space—the inside of the tanks. Working in a confined space is always a safety concern.



Covanta takes every precaution to ensure employee safety and health. Many hoses and pumps are involved in the LDI process. Those pumps and hoses must also receive regular maintenance. Finally, the potential for slip, trip and fall hazards is ever present and must be carefully managed.

To ensure a safe environment and safe behaviors, employees always receive the proper training regarding new processes. New job safety analyses (JSAs) and procedures needed to be written to bring the new processes into Covanta’s existing safety plans. The key to eliminating injuries at the workplace is to have all these needs addressed before implementing any new system.

The project was very successful. Covanta did not experience an increase in incidents during construction or since starting the new LDI system. The keys to success have been pre-planning, constant oversight, a final review audit and employee training. Covanta strives to maintain double zero tolerance: no unsafe behaviors and no unsafe conditions. This focus helps allow Covanta to maintain its status as a VPP “Star” worksite.

For information about Covanta Energy, visit [www.covantaenergy.com](http://www.covantaenergy.com).

Photos (top to bottom): 1. Pump system used in the LDI process. 2. Overview of the LDI off-loading area and tank farm. 3. LDI pumphouse. *Photos provided by Covanta.*

# Healthcare Worker Safety and Health Initiative Seeks to Reduce Worker Injuries and Illnesses

**Indiana** has a thriving and robust healthcare industry that employs more than 300,000 Hoosier workers. The healthcare industry plays an important role in the Hoosier economic roadmap in more than one way. As we continue to grow and age as a society, the business of caring for Hoosiers will only continue to expand in size and importance for many years to come.

According to the federal Bureau of Labor Statistics (BLS), 6.3 out of every 100 healthcare workers experienced a work-related injury or illness in 2011. Worker injuries and illnesses are even more prevalent in certain sub-industries in healthcare, including nursing and residential care facilities (9.5 per 100 workers) and hospitals (7.2 per 100 workers).

The industry's non-fatal worker injury and illness rate is higher than manufacturing, an industry often noted for injuries and illnesses. Healthcare workers are 38 percent more likely than construction workers to become injured and 17 percent more likely than manufacturing workers.

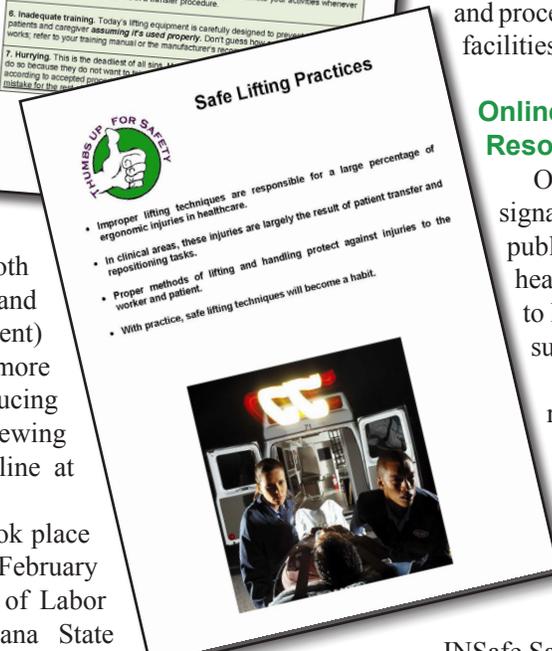
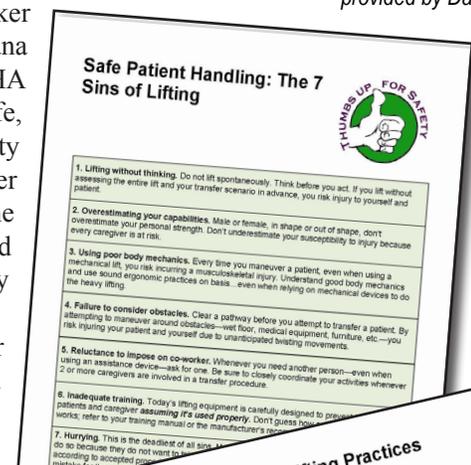
In response to the high worker injury and illness rate, the Indiana Department of Labor's OSHA consultation division, INSafe, developed a healthcare worker safety and health initiative. To garner momentum behind the initiative, the Indiana Department of Labor turned to 2011 Governor's Workplace Safety Award recipient, **Union Hospital**.

Among other proactive worker safety and health efforts, Union Hospital, was recognized for its proactive approach to reducing serious employee injuries by integrating a safe patient handling program. Since integrating its safe patient handling program, Union Hospital has reduced workforce lifting injuries by 43 percent. Both worker's compensation (42 percent) and lost work days from injuries (84 percent) were significantly reduced. Learn more about Union Hospital's success in reducing employee injuries and illnesses by reviewing the organization's safety fact sheet online at [www.in.gov/dol/healthcare](http://www.in.gov/dol/healthcare).

An onsite launch of this initiative took place at Union Hospital in Terre Haute on February 3, 2013. Together, Indiana Department of Labor Commissioner Sean M. Keefer, Indiana State Department of Health Commissioner Dr. William VanNess and Union Hospital CEO Scott Teffeteller



Indiana Department of Labor Commissioner Sean M. Keefer launches the agency's healthcare worker safety and health initiative. Union Hospital CEO Scott Teffeteller and Indiana State Department of Health Commissioner Dr. William VanNess were also onsite in support of the initiative. *Photo taken and provided by Dan Axler, Indiana State Department of Health.*



called for an industry-wide response to healthcare worker safety and health protection.

The ongoing healthcare industry educational and outreach initiative is aimed at reducing and eliminating worker exposure to occupational safety and health hazards in key areas including patient handling, exposure to bloodborne pathogens, needlesticks and workplace violence. The proactive worker safety and health initiative will provide information about safe practices and procedures to hospitals and other healthcare facilities around the state on a regular basis.

## Online Employer and Employee Resources

Outreach products consist of posters, signage, articles written for internal publications and topical blogs that healthcare facility administrators can use to help educate their employees and their supervisors.

For access to materials and resources for this worker safety and health campaign, please visit [www.in.gov/dol/healthcare](http://www.in.gov/dol/healthcare). For more information about worker safety and health, please email INSafe at [insafe@dol.in.gov](mailto:insafe@dol.in.gov) or phone (317) 232-2688 to speak with an

INSafe Safety or Health Consultant.

# IDOL's OSHA Consultation Division Receives Federal Recognition

**INSafe,** the Indiana Department of Labor's occupational safety and health consultation, education and training division, received recognition from federal OSHA on April 18, 2013. This is the third time in the last six years in which the division has received the On-Site Consultation Achievement Recognition Award (OSCAR).

The OSCAR Award is presented to individual on-site consultation programs that provide outstanding service to the small business community. This exemplary service goes beyond the minimum requirements and includes, but is not limited to, responses to catastrophic events or hazardous activities as well as special assignments or projects.

INSafe earned the federal recognition for the development of the worker safety and health initiative for late-night retail workplace violence prevention. Through the initiative, INSafe has worked with other state agencies including the Indiana



Excise Police and the Indiana State Department of Health's Weights and Measures division to provide literature and other resources for distribution. The Indiana Department of Labor also signed a strategic occupational safety and health alliance with the Indiana Petroleum Marketers and Convenience Store Association (IPCA) to provide information and resources to their stakeholders. Agency representatives have attended and exhibited at the Midwest Petroleum and Convenience Tradeshow (M-PACT) to provide workplace violence and other worker safety and health resources to owners, operators and employees of these establishments.

More information about the prevention of late-night retail workplace violence is available online at [www.in.gov/dol/2797.htm](http://www.in.gov/dol/2797.htm). For questions about Hoosier workplace safety and health, please contact INSafe by email at [insafe@dol.in.gov](mailto:insafe@dol.in.gov) or phone at (317) 232-2688.

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## TWEET! TWEET! IDOL Establishes Social Media Presence

**Hoosiers** will now be able to receive updates from and interact with the Indiana Department of Labor using the social media platforms of Facebook® and Twitter®. With the proliferation of technology, many stakeholders have quick and easy access to tablet PCs and smart phones to ensure they remain connected and have access to resources including social media platforms such as Twitter® and Facebook® and other helpful applications.

Both Facebook® and Twitter® dovetail with the agency's mission of advancing the safety, health and prosperity of Hoosiers in the workplace. By increasing the Indiana Department of Labor's contact points with its stakeholders, more opportunities to assist and communicate with the agency's stakeholders and address their questions and concerns are present. The agency will also use the social media platforms to engage stakeholders to encourage the sharing of ideas and best practices to industry occupational safety and health concerns. Social media will also be used to increase stakeholder

awareness of services provided by and information available from the Indiana Department of Labor.

### Indiana Department of Labor's Social Media Policy

The Indiana Department of Labor's social media accounts are monitored by agency staff. The agency's policy is to accept the majority of comments made to its accounts. However, the Indiana Department of Labor has developed a social media policy to help best ensure these platforms are used appropriately. To review the agency's social media policy, please visit [www.in.gov/dol](http://www.in.gov/dol), and click on the "Social Media" link on the left navigation pane. For questions about the Indiana Department of Labor's social media endeavors, please email



[socialmedia@dol.in.gov](mailto:socialmedia@dol.in.gov) or phone (317) 232-2688.

# Upcoming Training Opportunities

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

Date	Sponsor	Class*	Location	Time
May 10, 2013	Mid-America OSHA Education Center	OSHA 7105 - Evacuation and Emergency Planning	IGC-S	8 a.m. - 5 p.m.
May 17, 2013	Mid-America OSHA Education Center	OSHA 7410 - Managing Excavation Hazards	IGC-S	8 a.m. - 5 p.m.
May 20-22, 2013	Mid-America OSHA Education Center	OSHA 2250 - Principles of Ergonomics	IGC-S	8 a.m. - 5 p.m.
June 3-6, 2013	Mid-America OSHA Education Center	OSHA 2225 - Respiratory Protection	IGC-S	8 a.m. - 5 p.m.
June 6, 2013	IDOL Bureau of Child Labor	Child Labor Laws	Teleconference	10:00 a.m. EST
June 10-13, 2013	Mid-America OSHA Education Center	OSHA 503 - Update for the General Industry Outreach Trainers	IGC-S	8 a.m. - 5 p.m.
June 11, 2013	IDOL Bureau of Child Labor	Child Labor Laws	Teleconference	10:00 a.m. EST
June 11-12, 2013	Mid-America OSHA Education Center	OSHA 7120 - Introduction to Combustible Dust Hazards	IGC-S	8 a.m. - 5 p.m.
June 14, 2013	Mid-America OSHA Education Center	OSHA 7100 - Introduction to Machinery and Machine Safeguarding	IGC-S	8 a.m. - 5 p.m.
June 24-27, 2013	Mid-America OSHA Education Center	OSHA 511 - OSHA Standards for General Industry	IGC-S	8 a.m. - 5 p.m.
July 11, 2013	IDOL Bureau of Child Labor	Child Labor Laws	Teleconference	10:00 a.m. EST
July 16, 2013	IDOL Bureau of Child Labor	Child Labor Laws	Teleconference	10:00 a.m. EST

**Special Note about Mid-America OSHA Education Center sponsored training:** For more information about Mid-America OSHA Education Center, please visit [www.midamericaosha.org/](http://www.midamericaosha.org/). Course fees are established by Mid-America OSHA Education Center and are available on their website.

## Recognizing Excellence

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

### INSHARP

**New:** None

**Recertified:** OFS Brands, Plant #9 (Huntingburg, IN)  
OFS Brands, Plant #6 (Huntingburg, IN)



### VPP

**New:** Indianapolis Drywall Supply (Indianapolis, IN)

**Recertified:** Kimball - Cherry Street (Jasper, IN)  
Kimball - 15th Street (Jasper, IN)



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

