

**FY 2017 Comprehensive  
Federal Annual Monitoring Evaluation (FAME) Report**

**State of Michigan**

**Michigan Occupational Safety and Health Administration**



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## I. Executive Summary

The purpose of this comprehensive Federal Annual Monitoring Evaluation (FAME) report is to assess the State Plan's performance for Fiscal Year (FY) 2017, and its progress in resolving outstanding findings and/or observations from previous FAME reports. This report assesses the current performance of Michigan's Occupational Safety and Health Administration (MIOSHA) 23(g) compliance program.

A detailed explanation of the findings and recommendations of the MIOSHA performance evaluation is found in Section III, Assessment of State Plan Progress and Performance. The FY 2016 Follow-up FAME identified one continued observation. This observation has now been closed. Three new observations have been identified. A summary of all observations is found in Appendix B, Observations and Federal Monitoring Plans.

The MIOSHA Strategic Management Plan for FY 2014 to FY 2018 established three strategic goals. In the FY 2017 State OSHA Annual Report (SOAR), MIOSHA provides information that outlines their accomplishment toward meeting their Five-Year Strategic Management Plan. Their progress at meeting performance plan goals has been reviewed and MIOSHA's SOAR is attached as Appendix E.

- Emphasis Goal 1.2 - In addition to achieving a reduction in injuries and illnesses (Total Recordable Case, TRC) in eight of 11 selected industries by greater than 15% (Emphasis Goal 1.1), MIOSHA saw a decrease in the injury and illness rate in manufacturing as a whole in the North American Industrial Classification System (NAICS) codes 31-33, by more than 20% in FY 2017.
- MIOSHA initiated a state emphasis program (SEP) for fall prevention in the construction and general industry sectors. The SEP focuses on construction and tree trimming employers where fatalities were prevalent in 2016. In February of 2017, MIOSHA modified their instruction that established policies and procedures for inspections of tree trimming operations to include language allowing inspections of areas known to be affected by downed trees.
- MIOSHA continued a local emphasis program (LEP) for blight removal involving asbestos, lead and cadmium to provide presence on these projects and to address these hazards. In order to provide assistance to states most severely impacted by foreclosures, the U.S. Department of Treasury established a fund in 2010, with additional funding allocated in 2016, to continue neighborhood stabilization efforts. Michigan received some of these funds to clean up blight.

Quarterly monitoring meetings were held during FY 2017, at which time the State Activity Mandated Measures (SAMM) report and the State Indicators Report (SIR) were reviewed and discussed with MIOSHA management staff. The FY 2017 SAMM is found in Appendix D of this report.

## **II. State Plan Background**

### **A. Background**

The Michigan Department of Licensing and Regulatory Affairs (LARA) is responsible for the state's regulatory environment and administers the MIOSHA program. The program received initial approval on October 3, 1973 and certification on January 16, 1981. MIOSHA includes the General Industry Safety and Health Division (GISHD); Construction Safety and Health Division (CSHD); Appeals; Consultation, Education and Training (CET); and the Technical Services Division (TSD). Enforcement of safety and health rules, adoption of standards, consultation services and other related OSHA activities are conducted within these five divisions. MIOSHA's CET division administers the private sector on-site consultation program funded under a 21(d) grant.

The mission of MIOSHA is to help protect the safety and health of Michigan workers with the overall mission to reduce workplace fatalities, injuries and illnesses. This is done through a combination of compliance, education and training, and consultation activities supported by standards promulgation, data management, and administrative functions. MIOSHA has historically focused its efforts on the most hazardous industries and occupations.

Shelly Edgerton was appointed Director of LARA in April of 2016. Barton Pickelman is MIOSHA's Director, and each of the five divisions has a division director. MIOSHA benchmarks include 56 safety and 45 health compliance officers. At the start of FY 2017, funding was allocated for 40 safety and 22.1 health full-time equivalents (FTE). MIOSHA's FY 2017 grant included funding totaling \$20,711,500, which includes a \$784,900 overmatch. There were no furloughs or hiring freezes during FY 2017.

### **B. Major New Issues**

None.

## **III. Assessment of State Plan Progress and Performance**

### **A. Data and Methodology**

OSHA established a two-year cycle for the FAME process. FY 2017 is a comprehensive year and as such, OSHA was required to conduct an on-site evaluation and case file review. A four-person OSHA team, which included a whistleblower investigator, was assembled to conduct a full on-site case file review. The case file review was conducted at the Michigan State Plan office between January 29 and February 2, 2018. One-hundred and one (101) safety and health inspection case files, including 13 fatality case files, were selected for review. A total of 37 complaints were reviewed, including 23 formal complaint inspection files and 14 nonformal complaint files. Whistleblower protection case files were selected from those with final determinations during the review period and the selections were based on the type of determination and the investigator of record. Twenty-six (17%) of the 158 case files completed by MIOSHA in FY 2017 were reviewed, including four settled, 13 dismissals and

nine withdrawal determinations. Dismissal, settlement, and withdrawal determinations were selected for each investigator. The safety and health inspection files were randomly selected from closed inspections conducted during the evaluation period (October 1, 2016 through September 30, 2017).

The analyses and conclusions described in this report are based on information obtained from a variety of monitoring sources, including the:

- State Activity Mandated Measures Report (Appendix D)
- State Information Report
- State OSHA Annual Report (Appendix E)
- State Plan Annual Performance Plan
- State Plan Grant Application
- Quarterly monitoring meetings between OSHA and the State Plan
- Full case file review

Each State Activity Mandated Measure (SAMM) has an agreed-upon Further Review Level (FRL) which can be either a single number, or a range of numbers above and below the national average. State Plan SAMM data that falls outside the FRL triggers a closer look at the underlying performance of the mandatory activity. Appendix D presents the State Plan's FY 2017 SAMM report and includes the FRL for each measure.

Throughout the process, MIOSHA was very cooperative and ensured staff was available to discuss case files, policies and procedures.

## **B. Review of State Plan Performance**

### **1. PROGRAM ADMINISTRATION**

#### **a) Training**

MIOSHA has implemented its own training program and it is outlined in MIOSHA instructions TRG-05-1R3 and TRG-09-1R2. MIOSHA's General Industry Safety and Health Division's (GISHD) and Construction Safety and Health Division's (CSHD) in-house training on occupational safety and health standards is coordinated with standard courses that are offered by the MIOSHA Training Institute (MTI). Field training for technical staff is provided during the probationary period and is scheduled throughout the state to enhance understanding of hazards at a variety of worksites and industries. Safety Officers (SO) and Industrial Hygienists (IH) are required to attend and complete compliance training outlined in the instructions during his/her employment. The purpose of the training courses is to provide the SO/IH with technical knowledge, skills, and information pertaining to MIOSHA inspection requirements. MIOSHA's equivalent to the OSHA Training Institute's (OTI) course #1000, Initial Compliance, and MIOSHA's General Industry Standards (General Industry Safety and General Industry Health) courses are required to be completed within the first year of a SO/IH's career. The

instructions' appendices list courses required to be taken by technical staff during their first year, years one through three, through year five, years six through eight, and nine years and beyond. After the SO/IH has completed training on MIOSHA safety and health standards, the Investigative Interviewing Techniques and Inspection Techniques and Legal Aspects courses are required to be taken at the OTI. New technical staff has greater training requirements than experienced MIOSHA technical employees and are permitted to attend one or more out-of-state technical courses per year for the first three years of their career as time and funding allows. Experienced MIOSHA employees will be permitted, upon approval, to attend one out-of-state technical course every three years. Employees are trained on significant changes in agency or division policies and procedures that affect their job tasks. These trainings are on-going and conducted during staff meetings. Staff is expected to stay current on changes by reading new and revised documents as they are published in the MIOSHA Messenger, a bi-weekly internal newsletter for staff. Supervisors are responsible for assessing individual training needs and discussing training needs as a part of the employee performance evaluation.

b) OSHA Information System (OIS)

MIOSHA uses a combination of administrative and technical staff to enter information into OIS. General Industry industrial hygiene staff has recently started entering data into OIS. When necessary, shared drives are used to transfer information between district offices and the main office. MIOSHA's GISHD uses a "universal log" which summarizes data entered into an ACCESS database for tracking specific information about cases and is used to locate files within the office. Support staff runs reports from this database and OIS at least weekly and they are provided to supervisors to track case file status, including 90-day dates, which is when citations must be issued. Various other target dates are also tracked on the reports, including abatement and post citation activity. Data is entered into OIS and the ACCESS database in a timely manner.

c) State Internal Evaluation Program (SIEP) Report

For FY 2017, MIOSHA evaluated the effectiveness of their enforcement divisions' variance procedures to determine if they were complying with Section 27 of Act 154 and Part 12 Variances. The evaluation included a review of Section 27 of the Act, the requirements of Part 12 Variances and the divisions' intake processing, recordkeeping, and notification process of granted and denied variances. The GISHD and the CSHD each have written internal variance procedures and requirements. Each division maintains requests for variances in an EXCEL spreadsheet and a log is maintained for each calendar year. In both divisions, the departmental manager is responsible for reviewing variance requests and making the determination to grant or deny the request. Once a determination has been made, the logs are updated. Information about requested, granted and revoked variances are located on MIOSHA's variance webpage on their website. MIOSHA's electronic newsletter, the MIOSHA eNews, provides a link to the MIOSHA website variance page. Upon completion of their evaluation, MIOSHA made several recommendations that included:

- Updating the GISHD written procedures
- Making determinations on three overdue requests
- Ensuring granted variances are published in the MIOSHA News and eNews
- Updating the 2016 and 2017 CSHD logs

A summary of MIOSHA’s SIEP evaluation is provided in the FY 2017 State OSHA Annual Report (SOAR), which is included as Appendix E of this FAME report.

d) Staffing

MIOSHA’s administration consists of five divisions, each of which is headed by a director. The divisions are General Industry Safety & Health (GISHD); Construction Safety & Health (CSHD); Technical Services (TSD); Consultation, Education & Training (CET); and Appeals. In addition to the director, GISHD has four managers and nine supervisors; CSHD has two managers and four supervisors; and TSD has three managers and one supervisor. MIOSHA was comprised of 133.43 FTE in FY 2016 and 133.67 FTE in FY 2017.

The benchmark for safety and health has been 56 and 45 positions, respectively. In FY 2017, 40 safety and 22 health compliance officers were allocated. During various times of the year, there were up to nine enforcement officer vacancies.

<b>MIOSHA ENFORCEMENT STAFFING LEVELS</b>						
		<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017</b>
<b>Safety</b>	Benchmark	56	56	56	56	56
	Positions Allocated	42	39	39	42	40
	Positions Filled	42	39	39	35	35
	Vacancies	0	0	0	7	5
<b>Health</b>	Benchmark	45	45	45	45	45
	Positions Allocated	25.6	22.4	22.66	21.13	22.10
	Positions Filled	25.6	22.4	22.66	21.13	20.10
	Vacancies	0	0	0	0	2

**2. ENFORCEMENT**

During FY 2017, MIOSHA conducted 4,511 inspections, 3,448 safety and 1,063 health. Of those, 2,961 were programmed, 1,613 were complaints and referrals, and 131 were follow-up inspections. The total number of inspections was down 3% from FY 2016.

a) Complaints

During FY 2017, MIOSHA received a total of 1,613 complaints, of which 831 (51.5%) were formal and 782 (48.5%) were non-formal. The average number of work days to initiate a complaint inspection in FY 2017 was 6.58, well below the negotiated standard of 10 days. The average number of work days to initiate a complaint investigation was 4.71, also well below the negotiated standard of eight days.

MIOSHA's complaint process is defined in Chapter IV of the MIOSHA Field Operations Manual (FOM). Inspections will be conducted in response to complaints when specific criteria are met, including:

- The complaint is reduced to writing, signed by a current employee, employee representative, or former employee and the complainant states the reason for the inspection request. The complaint must also indicate there has been a violation of a safety or health standard or danger exists.
- The complaint alleges physical harm, such as disabling injuries or illnesses have occurred as a result of an alleged hazard, and there is reason to believe the hazard still exists.
- The complaint alleges an imminent danger situation.
- The complaint identifies an establishment or hazard covered by a local or special emphasis.
- The employer fails to provide an adequate response to a letter inspection or the complainant provides evidence that the employer's response is false or does not adequately address the hazard(s).
- The establishment that is the subject of the complaint has a history of instance-by-instance, willful, or failure-to-abate citations.
- A whistleblower investigator requests that a complaint inspection be conducted.
- A companion complaint can be scheduled for inspection if it is a complaint that would normally be investigated by telephone/fax and an on-site inspection has already been scheduled or begun.
- When a complainant does not provide their name and address for a complaint on a construction site, the CSHD can schedule an on-site inspection due to rapidly changing conditions on the site.

MIOSHA refers to telephone and letter complaints as off-site inspections. These are complaints which do not meet the criteria for an on-site inspection. MIOSHA advises the employer of the alleged hazards by telephone, fax, letter, and/or email for a *letter complaint inspection*. The employer is required to provide a written response and MIOSHA provides a copy of the response to the complainant if requested. In situations not meeting the on-site complaint inspection criteria, deemed to be of an other-than-serious nature, and it is believed that the issue(s) can quickly be addressed by telephone,



a *telephone complaint inspection* may be conducted. After contacting the employer, explaining the allegations and providing abatement assistance as necessary, MIOSHA sends a letter to the employer and the complainant summarizing the findings if they are satisfied the conditions have been addressed.

b) Fatalities

A total of 33 fatalities were reported to MIOSHA in FY 2017, the same as in FY 2016. All 33 of the fatalities were responded to within one day. In one of the 13 case files reviewed where MIOSHA changed the record to “no inspection,” a determination of no jurisdiction was appropriate. The findings in the case files reviewed were found to be appropriate.

Information about fatalities is recorded in OIS and in MIOSHA’s fatality report. MIOSHA’s FOM and instruction MIOSHA-COM-06-1R4, Inclusion of Victim’s Families in Fatality Investigation, detail fatality procedures, including initial notification and follow-up communication with next-of-kin. In files reviewed, letters were sent when appropriate and followed the instruction.

MIOSHA’s Five-Year Strategic Management Plan for FYs 2014-2018 outlines a reduction of fatalities in both general industry and construction by 15% and 10% respectively over the five years. The rates each year are compared to baselines. For example, the general industry baseline is the Bureau of Labor Statistics (BLS) calendar year 2013 fatality rate and the construction baseline is the BLS average for calendar years 2008-2012.

c) Targeting and Programmed Inspection

During FY 2017, MIOSHA conducted 4,511 inspections, with 65.6% opened as programmed inspections. MIOSHA’s strategic management plan emphasizes a 15% reduction in injuries and illnesses (Total Recordable Cases, TRC) in 11 industries selected as having rates above the state average over the five-year plan. FY 2017 was the fourth year of the plan and MIOSHA met their goal of 15% reduction for eight of the 11 industries. MIOSHA determines whether to continue an emphasis after a 15% reduction is achieved. Wood products manufacturing was added as a new emphasis in FY 2017. In addition, the following industries were targeted: beverage and tobacco product manufacturing; primary metals; fabricated metal product manufacturing; machinery manufacturing; transportation equipment manufacturing; support activities for transportation, warehousing and storage; and hospitals, nursing and residential care facilities and accommodations.

MIOSHA initiated a state emphasis program (SEP) for fall prevention in the construction and general industry sectors that covered all industries, but focused on construction and tree-trimming employers where fall fatalities were prevalent in 2016. They also continued a local emphasis program (LEP) for blight removal involving

asbestos, lead and cadmium, which provides MIOSH's presence to address these hazards. MIOSHA typically participates in national emphasis programs (NEP).

Sites receiving priority for inspections in MIOSHA's GISHD are selected from directories (for example, Hoovers) of establishments in specific NAICS (North American Industry Classification System) targeted in the five-year strategic plan. Dodge lists of major projects provided by the University of Tennessee in the state are sorted and used for scheduling construction (CSHD) inspections. The targeting plan is designed to get staff on-site at randomly selected projects when they are between 30 and 60% complete, when the greatest number of employees is expected to be on the construction site. In addition, construction safety officers and industrial hygienists identify construction projects viewed while traveling in their work areas. Field staff is also expected to stop and conduct inspections for potential imminent danger conditions viewed. This includes: employees working at heights with a high probability of falls resulting in death or serious injuries; employees working in trenches greater than five feet deep with no protective systems in place; employees working with cranes, boom trucks, aerial lift platforms in close proximity to overhead power lines; employees working on roadway projects where the lack of traffic control may be a hazard; and employees working on projects where there is the potential for excessive exposure to lead, silica, noise, asbestos, hexavalent chromium or isocyanate containing compounds.

MIOSHA's FY 2017 in-compliance rate for safety is 33.14%, which falls within the Further Review Level. MIOSHA's in-compliance rate for health is 41.28%, which also falls within the FRL. The safety in-compliance rate in FY 2017 was approximately 20% less than in FY 2016.

#### d) Citations and Penalties

Chapter VI of MIOSHA's FOM contains the requirements and policies for citations and penalties. The citations and penalties are reviewed at multiple levels in MIOSHA's management system prior to issuance. The timeline for MIOSHA citations to be issued is more stringent than for OSHA. MIOSHA citations may not be issued more than 90 days after the completion of the physical inspection or investigation of the establishment.

MIOSHA's 4,511 inspections resulted in 8,575 hazards identified. Sixty-three (63%) percent of the inspections resulted in violations (serious, willful, repeat or other-than-serious), with 52% of those violations classified as serious. The average number of serious/willful/repeat violations per inspection was 1.59, which falls within the FRL of 1.83 +/- 20% (SAMM 5, Appendix D).

The average initial penalty per serious violation in the private sector during FY 2017 was \$1,165.33, which falls outside the FRL of \$2,516.80 +/-25% (SAMM 8, Appendix D) for employers with from one to greater than 250 workers. MIOSHA's serious penalty average is 46% of the FRL, which is based on a two-year national average. Penalties are the core of effective enforcement and State Plans are therefore required to adopt penalty policies and procedures that are "at least as effective as" (ALAE) those contained in

## OSHA's FOM, Chapter 6 – Penalties and Debt Collection.

Sixty-seven of the 101 (66.3%) safety and health inspection case files reviewed contained citations. Generally, the case files had adequate evidence to support the violations and all apparent violations were cited. One case file included a citation where the evidence in the file did not support the violation. In 10 of the 67 case files (14.9%), the severity and probability assessments were not appropriate. Seven (70%) of these were construction case files.

**Observation FY 2017-OB-01:** Ten of 67 (14.9%) inspection case files with citations did not assess severity and probability appropriately.

**Federal Monitoring Plan FY 2017-OB-01:** Internal audits in this area conducted by MIOSHA will be discussed and evaluated during quarterly monitoring meetings.

### e) Abatement

The compliance officer and their supervisor determine a reasonable abatement period using their best judgement. Abatement dates exceeding 30 days are not normally necessary. However, if an initial abatement date is granted in excess of 30 days, the reason is documented in the case file. MIOSHA instruction MIOSHA-COM-07-1R2 requires abatement documentation for all serious, willful, repeat and failure-to-abate (FTA) notifications that is adequate to assure the department that the citation has been abated. The MIOSHA FOM outlines examples of abatement documentation and includes: photographic or video evidence; evidence of purchase or repair of equipment; training records; and/or safety and health professionals' reports. Employers are not required to submit abatement for violations which were abated and observed by compliance officers during the on-site portion of the inspection. Managers and supervisors use the universal log to track abatement in the GISHD along with two or three of the safety officers. These officers come in to the Lansing office three days each week to review abatement for all safety case files. Several safety officers in the CSHD review abatement. Industrial hygienists in both GISHD and CSHD review and track hazard abatement.

An employer can petition the Board of Safety Compliance and Appeals for extension of the abatement date (PMA) after a citation has become a final order. Late requests accompanied by a statement of exceptional circumstances are submitted to the Appeals Division for the Board's consideration. A PMA that is filed timely and meets all of the requirements will be granted by the issuing division on behalf of the Board.

If an employer does not respond to requests for abatement documentation and provide appropriate documentation within 30 days after the final request, a supervisor will generally assign a follow-up inspection. Follow-up inspections may be assigned for all fatalities, willful, and high gravity serious violations regardless of abatement received, unless the condition was abated during the on-site inspection. Follow-up inspections may also be conducted on a random basis or when deemed necessary. Follow-up

inspections must be conducted by a safety officer or industrial hygienist within 30 days of assignment.

Adequate abatement was found in the majority of case files reviewed. However, five (7.5%) of the 67 case files reviewed did not have complete abatement for all citations in the files.

**Observation FY 2017-OB-02:** Five of 67 (7.5%) case files reviewed did not have adequate abatement documentation.

**Federal Monitoring Plan FY 2017-OB-02:** Internal audits in this area conducted by MIOSHA will be discussed and evaluated during quarterly monitoring meetings.

f) Worker and Union Involvement

Section 29(4) of the MIOSHA Act and Chapter V of the MIOSHA FOM require that an employee representative be given an opportunity to participate in the inspection. This includes the opening conference, walk around and closing conference.

Instruction MIOSHA-COM-04-2R2 (Appeal and Settlement Processes for MIOSHA Enforcement Divisions) states that an employer may file a first appeal in writing, seeking modification or dismissal of a citation, proposed penalty and/or an extension of time for abatement within 15 days of the receipt of a citation. An employee or employee representative may appeal in writing the reasonableness of the abatement date(s). Michigan Rule 408.21417(1) requires an employer post a copy of an appeal notice at the place where citations are posted and provide a copy of the notice to an authorized employee representative. The notice must inform the affected employees of their right to party status. A second appeal is considered a formal appeal and must be delivered by the employer to the issuing division within 15 working days of the employer's receipt of the issuing division's decision in response to the first appeal. For employees or an employee representative that has elected party status, arrangements must be made to include them in pre-hearing discussions. When an employee representative has been identified during the inspection and has requested copies of the citation(s), or has elected party status at the second appeal level, contact with the employee representative is to be made to advise them of any settlement agreement in which there will be a significant modification to the citation(s) or abatement date(s). A significant modification to the citation includes: vacating or dismissal; standard or rule change; or classification change.

FY 2017 files reviewed indicated employee interviews were conducted either by checking a box on the inspection worksheet or the interview notes were maintained in the file. According to MIOSHA, if interview notes are not used to support a citation, the notes are not maintained in the file. Chapter VI of MIOSHA's FOM indicates documentation typically required for inspections with or without citations includes interview statements, where appropriate. More than 99% of initial inspections involved employee walk around representation or interview in FY 2017 (SAMM 13, Appendix D). Observation FY 2015-OB-01 was continued in the FY 2016 FAME as Observation

Chapter VI of MIOSHA’s FOM indicates documentation typically required for inspections with or without citations includes interview statements, where appropriate. Observation FY 2015-OB -01 was continued in the FY 2016 FAME as Observation FY 2016-OB-01 and addressed concerns that interviews were only noted as being conducted by checking a box. During the file review for the FY 2017 FAME, 99 of 101 case files indicated interviews were being conducted and when the interviews were used to support a citation, the interview notes or statements were maintained in the file. Therefore, FY 2016-OB-01 is considered closed.

### 3. REVIEW PROCEDURES

Section 41 of the MIOSHA Act and instruction MIOSHA-COM-04-2R2 describe the policies and procedures to be followed in the application of the appeals process. In addition to the appeal rights afforded by the MIOSHA Act, MIOSHA implemented a penalty reduction program (PRA) (formally known as an informal settlement agreement) that can result in a 50% reduction if completed by the employer and MIOSHA within 15 working days from the date the citations were received by the employer.

MIOSHA has two appeals processes. Initially, an employer can request to have a citation modified, a citation or penalty dismissed or an extension of time for abatement. The issuing division makes the final decision and the employer can accept and it will become final order or the employer can file a second appeal. The second appeal is transmitted to the Board of Health and Safety Compliance and Appeals and a prehearing conference is held in an attempt to settle the citations. If not settled, the case will be heard by an administrative law judge who issues a written decision.

In the case files reviewed during the FY 2017 file review, the majority of the changes were penalty reductions for settlement purposes.

### 4. STANDARDS AND FEDERAL PROGRAM CHANGES (FPCs) ADOPTION

#### a) Standards Adoption

During FY 2016, three applicable standards were required to be adopted by the State of Michigan. During FY 2017, three applicable standards were required to be adopted, including the 2017 annual adjustment to civil penalties. The following table describes MIOSHA’s intent to adopt the standards along with effective dates. Where dates are not noted, refer to the explanations following the table.

MIOSHA STANDARDS ADOPTION				
Subject	Intent to Adopt	Adopt Identical	Date Promulgated	Effective Date
Occupational Exposure to Respirable Crystalline Silica	YES	YES	03/01/2017	03/01/2017
Improve Tracking of Workplace Injuries and Illnesses	YES	YES		
Maximum Penalty Increases	YES	YES		

Walking-Working Surfaces and Personal Protective Equipment (Fall Protection Systems)	YES	YES	05/31/2017	02/02/2018
Occupational Exposure to Beryllium	YES	YES	02/08/2018	02/08/2018
Implementation of the 2017 Annual Adjustment to Civil Penalties for Inflation *	YES	YES		

### **Electronic Reporting Rule**

On May 12, 2016, OSHA published the Final Rule to Improve Tracking of Workplace Injuries and Illnesses, effective January 1, 2017. The rule required all affected employers to submit 300A log summaries in OSHA’s Injury Tracking Application (ITA) by the specified due date of July 1, 2017. This deadline was subsequently pushed back to December 15, 2017.

In its Fall 2017 Regulatory Agenda, OSHA announced its intent to issue a proposal to reconsider, revise, or remove provisions of the Improve Tracking of Workplace Injuries and Illnesses final rule, 81 FR 29624 (May 12, 2016).

State Plans were required to adopt an “at least as effective as” rule within six months of promulgation, by November 14, 2016. However, given OSHA’s intent to issue a proposed rule to reconsider, revise or remove provisions of the Improve Tracking of Workplace Injuries and Illnesses rule, a number of State Plans, including MIOSHA, have delayed adoption until this additional rulemaking is complete.

### **Maximum Penalty Increase**

With the passage of the Bipartisan Budget Bill on November 2, 2015, OSHA raised its maximum penalties effective August of 2016. As required by law, OSHA then increased maximum penalties annually, on January 1, 2017 and January 1, 2018, according to the Consumer Price Index (CPI). State Plans are required to adopt both initial increase and subsequent annual increases.

MIOSHA has not yet completed the legislative changes to increase maximum penalties. OSHA will continue to work with MIOSHA on this issue.

### **Beryllium Standard**

On January 9, 2017, OSHA adopted new standards addressing occupational beryllium exposure in general industry, construction and shipyards. State Plans were required to adopt an “at least as effective as” rule within six months of promulgation, by July 9, 2017. However, on June 27, 2017, OSHA published a notice of proposed rulemaking proposing to revoke the ancillary provisions applicable to the construction and shipyard industries, but to retain the new permissible exposure limits (PELs). OSHA will not enforce the provisions of the January 9, 2017 construction and shipyard standards that it has proposed to revoke while the current rulemaking is underway.

Given the unusual circumstances of this rulemaking, in which substantive changes have

been proposed to a standard within six months following its initial promulgation, several State Plans have delayed promulgation pending completion of the second rulemaking. For these reasons, Michigan has delayed promulgation of the Beryllium standard in construction and maritime. However, MIOSHA's beryllium standard for general industry became effective in February of 2018 and is being enforced.

MIOSHA provides timely notification to OSHA regarding all state-initiated standard changes. During FYs 2016 and 2017, MIOSHA made minor changes to revise the scope and address errors and references to a number of standards.

b) Federal Program Change (FPC) Adoption

All FPC responses were submitted timely. For one FPC the state did not adopt, adoption was encouraged, but not required. Under the State Plan agreement for MIOSHA, the maritime activities of shipbuilding, shipbreaking, ship repairing and longshoring remain within the exclusive jurisdiction of OSHA. Therefore, CPL 03-00-020, National Emphasis Program on Shipbreaking, was not adopted.

MIOSHA FEDERAL PROGRAM CHANGES ADOPTION					
Directive Number	Title	Adoption Required, Equivalency Required or Adoption Encouraged/Not Required	Intent to Adopt	Adopt Identical	State Adoption Date
CPL 02-03-006 2016 844	Alternative Dispute Resolution Process for Whistleblower Protection Program	Adoption Encouraged / Not Required	No	N/A	
TED 01-00-020 2016 845	Mandatory Training Program for OSHA Whistleblower Investigators	Equivalency Required	Yes	Yes	03/01/2016
CPL 02-00-159 2016 864	Field Operations Manual	Equivalency Required	Yes	No	04/01/2016
CSP 02-00-003 2016 885	Consultation Policies & Procedures Manual	Equivalency Required	Yes	No	05/16/2016
CPL 02-03-007 2016 905	Whistleblower Investigations Manual	Equivalency Required	Yes	Yes	06/15/2016
CPL 03-00-020 2016 911	National Emphasis Program on Shipbreaking	Adoption Required	No	No	
CPL 02-00-160 2016 924	Field Operations Manual	Equivalency Required	Yes	No	02/02/2017
CPL 02-01-058 2017 944	Enforcement Procedures and Scheduling for Occupational Exposure to	Adoption Encouraged / Not Required	Yes	Yes	04/25/2017

	Workplace Violence				
--	-----------------------	--	--	--	--

**5. VARIANCES**

There were two variance requests received in FY 2017 in the GISHD and one was granted. There were six variance requests received in FY 2016 and two in FY 2017 in the CSHD and none was granted. The variance granted in FY 2017 by the GISHD allowed the employer to use an air filtration make-up air system to achieve the minimum rate of exhaust ventilation after being issued a citation for not providing the minimum rate of exhaust ventilation. Several conditions were listed when the variance was granted, including if there is an emergency event or change in operation. Employees in this area were found to have exposures to air contaminants well below Permissible Exposure Limits (PEL).

**6. STATE AND LOCAL GOVERNMENT WORKER PROGRAM**

MIOSHA’s state and local government worker program operates identically as the private sector program. As with the private sector, state and local government employers can be cited with monetary penalties. The penalty structure for both sectors is the same. In FY 2017, MIOSHA conducted 118 inspections of state and local government workplaces, 2.62% of the total number of inspections conducted in Michigan. This number was just outside the SAMM 6 Further Review Level (FRL) of +/- 5% of 3.04%, which equals 2.89% to 3.19%. During the FY 2017 review, there were no apparent differences between the state and local government and private sector case files.

**7. WHISTLEBLOWER PROGRAM**

MIOSHA’s Whistleblower Protection Program consists of a program manager and three investigators. Procedurally, the MIOSHA Whistleblower Program adheres to OSHA’s Whistleblower Investigations Manual (WIM), CPL 02-03-007, which provides guidelines for the investigation and disposition of discrimination complaints.

During the review period, the program employed three full-time whistleblower investigators in addition to the program manager. All intakes are reviewed by the program manager in Detroit, who then assigns them to the investigators for screening. The investigators work from home offices in Novi, Fenton and Charlotte. Although the investigators work from home offices, each is expected to cover the entire state. The program manager started in 1991 and the other investigators have been on board since 2004, 2012 and 2015. Each of the investigators, with the exception of the most recently hired, has been through the Basic Whistleblower Investigation course at the OTI and at least one has taken the interviewing course.

MIOSHA follows investigation procedures that are similar to OSHA’s, but deviate in a couple of areas. For example, MIOSHA does not share the complainant’s statement with the respondent, nor do they share the respondent’s position with the complainant. This is to avoid having to put the documents through the Freedom of Information (FOIA) office



prior to sharing, which would create delays in the investigation process. MIOSHA does provide the MIOSHA discrimination complaint form when notifying the respondent. Additionally, MIOSHA does not send the respondent notification at the same time the complainant's docketing letter is sent. The reason is to ensure the complainant is interested in moving forward by obtaining a signed complaint prior to notifying the respondent. The majority of complainant statements are performed in-person and witness interviews are performed onsite. If the complainant is located in a remote part of the state, travel costs may be prohibitive unless it is certain the case will move forward.

MIOSHA has also implemented a couple of changes to expedite complaints and investigations. Approximately six months ago, the response time for respondents to submit position statements was changed from 20 days to 14 days. Additionally, MIOSHA is using the early administrative closure letter in cases when a complaint is not prima facie or does not fall within MIOSHA jurisdiction.

MIOSHA's appeal review system provides complainants with an effective process for review of their cases. Unlike OSHA's committee review, MIOSHA offers complainants the opportunity for a hearing before an administrative law judge.

### REVIEW PROCESS

MIOSHA utilizes the policies and procedures contained in the OSHA Whistleblower Investigations Manual (WIM). Accordingly, this review followed the guidelines, procedures, and instructions of OSHA's WIM, CPL 02-03-007, effective January 28, 2016. The MIOSHA whistleblower program manager was also interviewed as part of the review.

This review was for the period October 1, 2016 through September 30, 2017. Reports utilized from OSHA's information system, WebIMIS, include the Whistleblower Case Listing, Length of Investigation, Activity Measures, and Investigation Data Report for the same period.

During FY 2017, MIOSHA completed 158 cases and at the time of the review, had 32 cases pending. During the same time period, 214 complaints were received and 84 complaints (39%) were administratively closed.

The case files reviewed were selected from those with final determinations during the review period and the selections were based on type of determination and the investigator of record. Twenty six (17%) of the 158 case files were reviewed, including four settled, 13 dismissals and nine withdrawal determinations. Dismissal, settled, and withdrawal determinations were selected for each investigator. All case files were produced as requested.

### WebIMIS REPORTS

A review of the Case Listing Report for the review period indicated that of the 158 completed cases, 55 (35%) were withdrawn, 82 (52%) were dismissed, and 21 (13%) were found to have merit, with 16 of the 21 merit cases resulting in settlement. The percentage of cases timely completed was 66%, with an average completion time of 82 calendar days.

MIOSHA had eight appeals resulting in a 10% appeal rate. It should be noted that MIOSHA's appeal process allows complainants to go through the Michigan Administrative Hearing System providing for a hearing before an administrative law judge.

While there are some procedural and administrative differences between MIOSHA and OSHA's Whistleblower Protection Programs, the determinations made by MIOSHA were consistent with the evidence and reasoning contained in all case files reviewed, with one exception. (See the section on Docketing and Respondent Notification.)

### COMPLAINT INTAKE AND SCREENING

Intakes and complaints are distributed by the program manager. Complaints are screened by the investigators. All complaints that were docketed were timely filed, within the state's jurisdiction, and properly screened.

During FY 2017, MIOSHA administratively closed 84 complaints. Of those, 11 were reviewed. All of the administratively closed complaints contained a closing letter to the complainant as well as a memorandum detailing the screening interview.

### COMPLAINANT STATEMENT AND INTERVIEWS

MIOSHA investigators complete a complainant statement for each complaint assigned to them. All case files contained complainant interview statements. Complainant statements may be taken over the phone, especially for complainants located a long distance from the investigator; however, MIOSHA prefers to handle all interviews in person when possible. Complainant interview statements are not redacted and shared with the respondent. MIOSHA utilizes the MIOSHA discrimination complaint form, similar to an OSHA-87, and shares that when notifying the respondent due to the time delay it would cause by having to send all statements through the FOIA office. (Note: this is the same for the respondent position statements. Each investigator completes a summary of the position statement, which is shared with complainants).

### DOCKETING AND RESPONDENT NOTIFICATION

Once a complaint has been determined to be appropriate for investigation, the investigator will docket the complaint and the docketing letter is sent to the complainant. The notification letter to the respondent is sent later, once a signed complaint is received from the complainant. The docketing date in WebIMIS is the date of the letter to the complainant.

## REPORT OF INVESTIGATION

MIOSHA prepares a Report of Investigation (ROI) when the complaint resulted in a full field investigation. The program manager reviews all investigation files and signs and dates the ROIs and closing letters. Complaints that are closed for lack of cooperation, settlement, or withdrawals are closed in accordance with the streamlined procedures, allowing a Case Summary to be used in lieu of the ROI. The ROI used by MIOSHA follows the criteria provided in the WIM. All dismissal determinations were supported by the evidence in the files with one exception. When a full field investigation was conducted, each of the elements in the ROI contained a proper analysis and exhibits were consistently referenced. Most importantly, in all case files except one, the evidence supported the resulting determination. In one (9%) of the 11 dismissed cases reviewed, the ROI and Findings letter indicate the case was dismissed because the respondent removed the discipline from the complainant's file. This is not appropriate because the adverse action still occurred even though remedied later and dismissing the case does not address any potential chilling effect.

## SECRETARY'S FINDINGS

MIOSHA does not utilize a Secretary's Findings similar to that contained in the WIM. MIOSHA alternatively utilizes a letter that adequately sets forth the determination and provides the respective party their right to appeal the MIOSHA determination.

## SETTLEMENTS

Sixteen cases were settled during the review period. Four of the cases were reviewed and three were coded as Settled and one was coded as Settled Other. All files contained fully executed copies of the agreements as well as closing letters to the complainant and the respondent. All files contained information regarding how the remedy was determined and agreed to. Two files contained a standard OSHA settlement agreement along with a third party agreement; however, there was no reference to the third party agreement in the OSHA agreement. One file contained a third party agreement only and one file contained a standard OSHA agreement. In one of the four settled cases reviewed, the investigator signed as a witness in a third party settlement agreement. This could indicate that MIOSHA is a party to the agreement.

While the standard agreement itself does not incorporate the third party agreements by reference, the closing letters that are sent to the parties do include the language recommended in the WIM.

All third party agreements are reviewed and approved by the Program Manager. If not already executed, suggested language should be included in the agreements in accordance with Chapter 6 of the WIM.

**Observation FY 2017-OB-03:** Language contained in the WIM, Ch. 6.XII.D.2, referencing a third party agreement was not incorporated into the settlement agreement in

two (50%) of the four settled case files reviewed.

**Federal Monitoring Plan FY 2017-OB-03** Internal audits conducted in this area by MIOSHA will be discussed and evaluated during quarterly monitoring meetings.

### CASE FILE MANAGEMENT

Each of the investigation files reviewed was organized in accordance with the WIM. While all files contained a Table of Contents and exhibits were separated by divider pages, tabs were not used.

All files are hand delivered or picked up in person by the program manager.

### TIMELINESS

For the Fiscal Year, MIOSHA completed cases on average in 82 days. For the same time period, the average for all State Plans was 247 days.

### PROGRAM MANAGEMENT

Dates and information in the case files reviewed were also compared to the entries made into the Whistleblower Application, WebIMIS. MIOSHA entries into WebIMIS include investigation information, party information, determination date and the adverse action date under additional information. For the most part, all key dates were correctly entered for each file.

The program manager uses WebIMIS reports weekly to stay abreast of investigations and ensure their timely completion.

### RESOURCES

Based on file reviews and the program manager interview, the training provided and available to investigators appears to be adequate. MIOSHA investigators attend courses through the OTI when possible and when the courses are available. The program manager indicated that once advanced courses are offered, they will take advantage of those as well. The program manager meets with staff once each month in Detroit to have case discussions and provide any necessary updates regarding policies and procedures.

Staffing appears to be adequate. While the program manager completed nine cases, the case load per investigator was approximately 50 cases. The pending case load as of January 23, 2018 was 22, which would suggest that each investigator currently has between seven and eight cases pending.

While there are slight differences procedurally from those of OSHA, it was concluded after review of the investigation files that the determination reached in each case, except one, was supported by the evidence and documentation contained in the files. Procedures

are in place which provide for effective and timely investigations, subsequent review and an effective appeals system.

## **8. COMPLAINT ABOUT STATE PROGRAM ADMINISTRATION (CASPA)**

No CASPAs were received regarding MIOSHA during FY 2017.

## **9. VOLUNTARY COMPLIANCE PROGRAM**

### Cooperative Programs (MVPP)

In FY 2016, there was one new Star VPP site and nine sites were reevaluated and approved as STAR sites. In FY 2017, there were three new sites. Two of these received the Rising Star designation and one received the Star designation. One site was renewed as a Star VPP site in FY 2017. MIOSHA's Voluntary Protection Program (MVPP) assists employers and employees by providing a mechanism and a set of criteria designed to evaluate and recognize outstanding safety and health management systems. The Rising Star program provides a "stepping stone" for those establishments that have the desire and potential to achieve Star status within one to three years. Rising Star participants have a good safety and health management system and have incidence rates at or below the industry average for two out of the last three years. MIOSHA follows their Voluntary Protection Programs Manuals with one for general industry and one for construction. These follow OSHA's CSP 03-01-003 Voluntary Protection Programs (VPP): Policies and Procedures Manual (April 18, 2008).

### Partnerships

MIOSHA had five active Partnerships in FY 2017, two of which were signed in FY 2017 and one of which was signed in FY 2016. Five additional Partnerships were completed during FY 2017.

MIOSHA instruction ADM-04-1R4, Partnerships for Worker Safety and Health, is consistent with OSHA's Strategic Partnership Program for Worker Safety and Health, CSP 03-02-003 (November 6, 2013). MIOSHA enters into cooperative relationships with an individual employer, employees, and/or their representatives. Partnerships may be developed with a group of employers, employees and/or their representatives in order to encourage, assist, and recognize their voluntary efforts to focus on and eliminate serious hazards and achieve a high level of safety and health.

### Alliances

In FY 2017, there were 14 MIOSHA Alliances. One new Alliance was formed in FY 2017. Oakland University formed an Alliance with MIOSHA's Training Institute (MTI) in order to provide Level 2 certificate holders the opportunity to earn college credit toward a Bachelor of Science in Environmental Health and Safety Degree from Oakland University. In addition, one Alliance was renewed in FY 2017. Instruction MIOSHA-ADM-03-3R4, Alliance Policies and Procedures, is consistent with OSHA's Alliance

Program, CSP 04-01-002, (July 29, 2015).

**10. STATE AND LOCAL GOVERNMENT 23(g) ON-SITE CONSULTATION PROGRAM**

During FY 2016, MIOSHA conducted 21 onsite consultation visits in state and local government establishments and 25 visits in FY 2017, exceeding the eight visits projected in both fiscal years. A total of 15 (71.4%) of the 21 FY 2016 initial visits were coded as high hazard and 20 (80%) of the 25 FY 2017 initial visits were coded as high hazard, as defined by MIOSHA's high hazard emphasis program. All serious hazards (31 in FY 2016, 110 in FY 2017) were corrected on-site or within the original or extended due dates. (Source: Mandated Activities Report for Consultation (MARC) dated November 14, 2016 and November 6, 2017)

**Appendix A – New and Continued Findings and Recommendations**  
FY 2017 Michigan OSHA Comprehensive FAME Report

FY 2017-#	Finding	Recommendation	FY 2016-# or FY 2016-OB-#
None			

## Appendix B – Observations and Federal Monitoring Plans

### FY 2017 Michigan OSHA Comprehensive FAME Report

Observation # FY 2017-OB-#	Observation # FY 2016-OB-# or FY 2016-#	Observation	Federal Monitoring Plan	Current Status
	FY 2016-OB_01	Case files showed that “check the box method” was in use when conducting interviews, yet in other case files good interviews notes were included and could be easily followed. Basic employee interview documents must be consistent in any case file and adequately documented using narrative form to explain what occurred during the inspection or why citations were or were not recommended.	Case files will be selected randomly and reviewed to determine if this item was addressed.	Closed
FY 2017-OB-01		Ten of 67 (14.9%) inspection case files with citations did not assess severity and probability appropriately.	Internal audits conducted in this area by MIOSHA will be discussed and evaluated during quarterly monitoring meetings.	New
FY 2017-OB-02		Five of 67 (7.5%) case files did not have adequate abatement documentation.	Internal audits conducted in this area by MIOSHA will be discussed and evaluated during quarterly monitoring meetings.	New
FY 2017-OB-03		Language contained in the WIM, Ch. 6.XII.D.2 referencing a third party agreement was not incorporated into the settlement agreement in two (50%) of the four settled case files reviewed.	Internal audits conducted in this area by MIOSHA will be discussed and evaluated during quarterly monitoring meetings.	New



## Appendix C - Status of FY 2016 Findings and Recommendations

FY 2017 Michigan OSHA Comprehensive FAME Report

<b>FY 2016-#</b>	<b>Finding</b>	<b>Recommendation</b>	<b>State Plan Corrective Action</b>	<b>Completion Date (if Applicable)</b>	<b>Current Status (and Date if Item is Not Completed)</b>
None					

## Appendix D - FY 2017 State Activity Mandated Measures (SAMM) Report

FY 2017 Michigan OSHA Comprehensive FAME Report

U.S. Department of Labor				
Occupational Safety and Health Administration State Plan Activity Mandated Measures (SAMMs)				
State Plan: Michigan - MIOSHA			FY 2017	
SAMM Number	SAMM Name	State Plan Data	Further Review Level	Notes
<b>1a</b>	Average number of work days to initiate complaint inspections (state formula)	6.58	10	The further review level is negotiated by OSHA and the State Plan.
<b>1b</b>	Average number of work days to initiate complaint inspections (federal formula)	4.71	N/A	This measure is for informational purposes only and is not a mandated measure.
<b>2a</b>	Average number of work days to initiate complaint investigations (state formula)	4.71	8	The further review level is negotiated by OSHA and the State Plan.
<b>2b</b>	Average number of work days to initiate complaint investigations (federal formula)	4.03	N/A	This measure is for informational purposes only and is not a mandated measure.
<b>3</b>	Percent of complaints and referrals responded to within one workday (imminent danger)	100%	100%	The further review level is fixed for all State Plans.
<b>4</b>	Number of denials where entry not obtained	0	0	The further review level is fixed for all State Plans.
<b>5</b>	Average number of violations per inspection with violations by violation type	SWRU: 1.59	+/- 20% of SWRU: 1.83	The further review level is based on a two-year national average. The range of acceptable data not requiring further review is from 1.46 to 2.20 for SWRU and from 0.79 to 1.19 for OTS.

## Appendix D - FY 2017 State Activity Mandated Measures (SAMM) Report

### FY 2017 Michigan OSHA Comprehensive FAME Report

		Other: 1.42	+/- 20% of Other: 0.99	
<b>6</b>	Percent of total inspections in state and local government workplaces	2.62%	+/- 5% of 3.04%	The further review level is based on a number negotiated by OSHA and the State Plan through the grant application. The range of acceptable data not requiring further review is from 2.89% to 3.19%.
<b>7</b>	Planned v. actual inspections – safety/health	S: 3.448	+/- 5% of S: 3,299	The further review level is based on a number negotiated by OSHA and the State Plan through the grant application. The range of acceptable data not requiring further review is from 3,134.05 to 3,463.95 for safety and from 834.10 to 921.90 for health.
		H: 1,063	+/- 5% of H: 878	
<b>8</b>	Average current serious penalty in private sector - total (1 to greater than 250 workers)	\$1,165.33	+/- 25% of \$2,516.80	The further review level is based on a two-year national average. The range of acceptable data not requiring further review is from \$1,887.60 to \$3,146.00.
	<b>a.</b> Average current serious penalty in private sector (1-25 workers)	\$615.80	+/- 25% of \$1,706.10	The further review level is based on a two-year national average. The range of acceptable data not requiring further review is from \$1,279.58 to \$2,132.63.
	<b>b.</b> Average current serious penalty in private sector (26-100 workers)	\$1,208.93	+/- 25% of \$2,867.94	The further review level is based on a two-year national average. The range of acceptable data not requiring further review is from \$2,150.96 to \$3,584.93.
	<b>c.</b> Average current serious penalty in private sector (101-250 workers)	\$1,796.49	+/- 25% of \$3,952.26	The further review level is based on a two-year national average. The range of acceptable data not requiring further review is from \$2,964.20 to \$4,940.33.
	<b>d.</b> Average current serious penalty in private sector (greater than 250 workers)	\$2,739.11	+/- 25% of \$5,063.48	The further review level is based on a two-year national average. The range of acceptable data not requiring further review is from \$3,797.61 to \$6,329.35.
<b>9</b>	Percent in compliance	S: 33.14%	+/- 20% of S: 29.53%	The further review level is based on a two-year national average. The range of acceptable data not requiring further review is from

## Appendix D - FY 2017 State Activity Mandated Measures (SAMM) Report

### FY 2017 Michigan OSHA Comprehensive FAME Report

		H: 41.28%	+/- 20% of H: 35.78%	23.62% to 35.44% for safety and from 28.62% to 42.94% for health.
<b>10</b>	Percent of work-related fatalities responded to in one workday	100%	100%	The further review level is fixed for all State Plans.
<b>11</b>	Average lapse time	S: 30.81	+/- 20% of S: 45.29	The further review level is based on a two-year national average. The range of acceptable data not requiring further review is from 36.23 to 54.35 for safety and from 44.82 to 67.24 for health.
		H: 55.55	+/- 20% of H: 56.03	
<b>12</b>	Percent penalty retained	56.07%	+/- 15% of 67.44%	The further review level is based on a two-year national average. The range of acceptable data not requiring further review is from 57.32% to 77.56%.
<b>13</b>	Percent of initial inspections with worker walk around representation or worker interview	99.11%	100%	The further review level is fixed for all State Plans.
<b>14</b>	Percent of 11(c) investigations completed within 90 days	66%	100%	The further review level is fixed for all State Plans.
<b>15</b>	Percent of 11(c) complaints that are meritorious	13%	+/- 20% of 25%	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from 20% to 30%.
<b>16</b>	Average number of calendar days to complete an 11(c) investigation	82	90	The further review level is fixed for all State Plans.
<b>17</b>	Percent of enforcement presence	2.54%	+/- 25% of 1.26%	The further review level is based on a two-year national average. The range of acceptable data not requiring further review is from 0.95% to 1.58%.

**Appendix E - FY 2017 State OSHA Annual Report (SOAR)**

FY 2017 MIOSHA Comprehensive FAME Report



**Michigan  
State OSHA Annual Report (SOAR)**

**FY 2017**

**Appendix E - FY 2017 State OSHA Annual Report (SOAR)**  
FY 2017 MIOSHA Comprehensive FAME Report  
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## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

### FY 2017 MIOSHA Comprehensive FAME Report

#### INTRODUCTION

The State OSHA Annual Report (SOAR) for FY 2017 provides a summary of MIOSHA activities and results for the Strategic Plan, grant commitments, and other program accomplishments. The strategic goals and emphases have provided the focus for MIOSHA's enforcement, education and training, outreach, and administrative programs.

During FY 2017, MIOSHA conducted activities directly related to the fourth year of the five-year MIOSHA Strategic Plan for FY 2014-2018. MIOSHA has selected eleven industries for strategic plan emphasis 1.1, selecting industries with Injury and Illness (I & I) rates above the state average, but not making a full five-year commitment to each. For FY 17, MIOSHA chose NAICS 321, Wood Product Manufacturing as a new emphasis. MIOSHA determines whether or not to continue an emphasis after a 15 percent reduction has been achieved. Reductions in the Total Recordable Cases (TRC) rate greater than 15 percent were noted for eight of the eleven industries:

- 70.0% Decrease for Beverage & Tobacco Product Manufacturing
- 55.9% Decrease for Primary Metal Manufacturing
- 25.0% Decrease in Fabricated Metal Product Manufacturing
- 21.4% Decrease in Support Activities for Transportation
- 36.8% Decrease for Warehousing and Storage
- 28.1% Decrease for Nursing & Residential Care Facilities
- 23.4% Decrease in Accommodations
- 29.0% Decrease for Wood Products Manufacturing

With significant reductions in the following industries:

- 13.0% Decrease for Machinery Manufacturing
- 12.0% Decrease in Hospitals

MIOSHA strategic plan emphasis 1.2 focused on a 15-percent reduction in the I & I rate for Manufacturing as a whole and included industries in the North American Industrial Classification System (NAICS) codes 31-33. In FY 2017, the rate decreased 22.4 percent, exceeding the goal.

Section 1 of the SOAR for FY 2017 covers performance related to Strategic Goals 1, 2, and 3. Section 2 is a Primary Outcome Measure Summary Chart. Section 3 lists the Consultation Education and Training (CET) Grants and links them to strategic plan emphases. Section 4 includes the State Internal Evaluation Plan (SIEP). Section 5 includes MIOSHA Program Accomplishments, and Section 6 notes the major communication accomplishments for the past fiscal year.

During FY 2017, MIOSHA continued existing and initiated new activities to fulfill the overall mission of the program—to reduce workplace fatalities, injuries, and illnesses. Some major program accomplishments during FY 2017 included:

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

### FY 2017 MIOSHA Comprehensive FAME Report

- MIOSHA awarded 20 Consultation Education and Training (CET) grants, totaling \$871,000, to non-profit groups to enhance safety and health training and to support worker safety and health across the state.
- Initiated a State Emphasis Program (SEP) for Fall Prevention in the Construction and General Industry sectors. This SEP covers all industries, but focuses on construction work and tree trimming employers where fall fatalities were the most prevalent in 2016
- Continued a Local Emphasis Program for Blight Removal Involving Asbestos, Lead and Cadmium. This initiative provides additional MIOSHA presence on blight projects to address these hazards.
- As part of the “Connecting MIOSHA to Industry” initiative, six “Coffee with MIOSHA” events were held to provide an informal opportunity for employers and employees to talk with MIOSHA staff.
- Participation in the 13th annual “Take a Stand Day” with 94 requests for a special one-on-one consultation without citations or penalties from MIOSHA consultation and enforcement staff.
- MIOSHA Training Institute (MTI) 10-Year Anniversary – On August 22, 2017, a decade of unprecedented success of the state’s workplace safety and health training program was celebrated at an appreciation ceremony recognizing the 29 co-sponsors of the program that help make it possible. Since its inception, more than 24,000 participants have been trained. 1,059 MTI students have earned Level One certificates for General Industry and Construction; approximately 300 students have earned Level Two certificates; and 70 students have earned Occupational Health certificates.
- MIOSHA and Oakland University Form Alliance – On September 21, 2017, MIOSHA and Oakland University formed a new alliance establishing the MTI to Bachelor of Science in Environmental Health and Safety (EHS) Degree Program. The new program is available to those who have a valid Level Two Safety and Health Management Systems certificate. These individuals will be granted up to 11 credits through a course competency by examination process to satisfy part of the minimum course requirements towards the EHS Bachelor of Science Degree.



## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

### FY 2017 MIOSHA Comprehensive FAME Report

#### Section 1 EMPHASIS AND PERFORMANCE FOR STRATEGIC GOALS 1 - 3

Michigan State OSHA Annual Report (SOAR)

#### SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1	Objective #1.1
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1A-1	Reduce by 15% the rate of worker injuries and illnesses in Beverage & Tobacco Product Mfg. (312).

Enforcement Indicators	
Inspections completed:	Employees covered:
14	280

Compliance Assistance Indicators							
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
46	1,898*	0	0	1	52	381**	NAV***

<div style="text-align: center;"> <h3 style="margin: 0;">Beverages &amp; Tobacco Product Mfg. (312) I &amp; I</h3> <h4 style="margin: 0;">1.1A-1</h4> </div> <table border="1" style="margin-top: 10px; width: 100%; border-collapse: collapse;"> <caption>I &amp; I Rates Data</caption> <thead> <tr> <th>Plan Year</th> <th>I &amp; I Rate</th> </tr> </thead> <tbody> <tr> <td>Baseline</td> <td>13.2</td> </tr> <tr> <td>1</td> <td>7.0</td> </tr> <tr> <td>2</td> <td>6.8</td> </tr> <tr> <td>3</td> <td>5.8</td> </tr> <tr> <td>4</td> <td>3.8</td> </tr> </tbody> </table>	Plan Year	I & I Rate	Baseline	13.2	1	7.0	2	6.8	3	5.8	4	3.8	<p><b>Baseline:</b> BLS, 2012 Injuries &amp; Illnesses – 13.2</p> <hr/> <p><b>Target:</b> 15% reduction in the rate of injuries and illnesses.</p> <hr/> <p><b>Achievement:</b> Rate of 4.0 (BLS, 2016) is a 70.0% decrease from the baseline. Goal of 15% reduction was met in year 4.</p> <hr/> <p><b>Data Source(s):</b> BLS, IMIS/OIS, Internal Measurement System.</p>
Plan Year	I & I Rate												
Baseline	13.2												
1	7.0												
2	6.8												
3	5.8												
4	3.8												

\* Number of individuals attending seminars, workshops and other training programs were not registered by specific goals (1.1A-1 – 1.1 A-10). This amount represents total participation in all seminars, workshops and other training programs.

\*\* Press Releases issued (26), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (349), and 2017 MTI schedules printed (37,500).

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

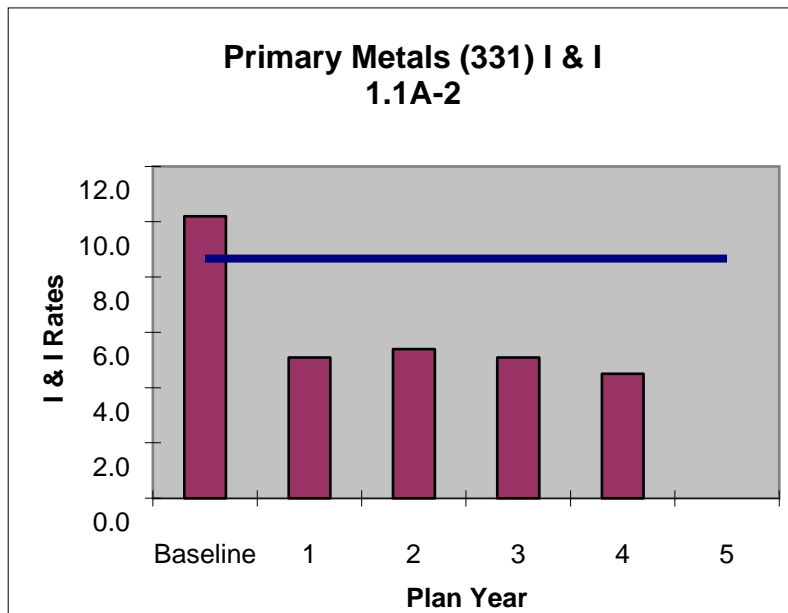
### FY 2017 MIOSHA Comprehensive FAME Report

\*\*\* Not Available.

Strategic Goal #1	Objective #1.1
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1A-2	Reduce by 15% the rate of worker injuries and illnesses in Primary Metal Mfg. (331).

Enforcement Indicators	
Inspections completed:	Employees covered:
61	1,212

Compliance Assistance Indicators							
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
182	1,898*	0	0	10	182	381**	NAV***



**Baseline:** BLS, 2012  
Injuries & Illnesses – 10.2

**Target:** 15% reduction in the rate of injuries and illnesses; sprains & strains.

**Achievement:** Rate of 4.5 (BLS, 2016) is a 55.9% decrease from the baseline. Goal of 15% reduction was met in year 4.

**Data Source(s):** BLS, IMIS/OIS, Internal Measurement System.

\* Number of individuals attending seminars, workshops and other training programs were not registered by specific goals (1.1A-1 – 1.1 A-10). This amount represents total participation in all seminars, workshops and other training programs.

\*\* Press Releases issued (26), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (349), and 2017 MTI schedules printed (37,500).

\*\*\* Not Available.

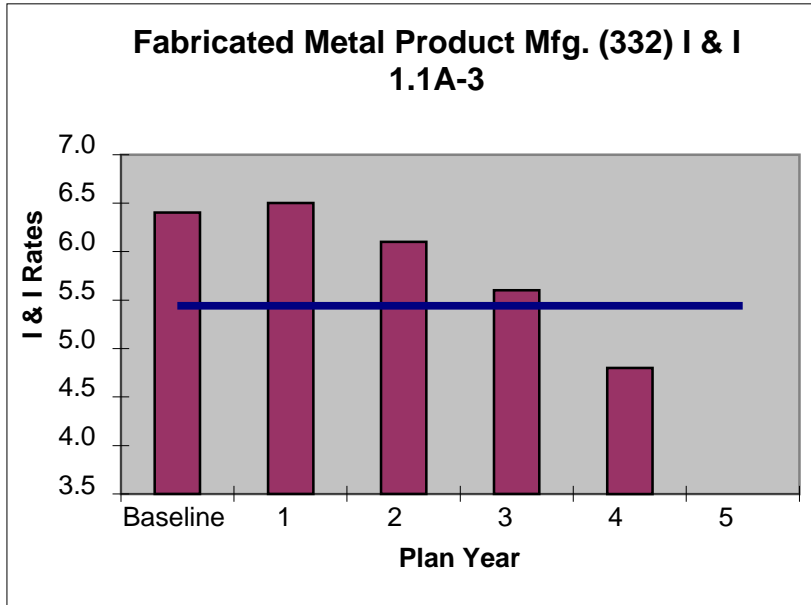
## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

### FY 2017 MIOSHA Comprehensive FAME Report

<b>Strategic Goal #1</b>	<b>Objective #1.1</b>
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
<b>Emphasis #1.1A-3</b>	Reduce by 15% the rate of worker injuries and illnesses in Fabricated Metal Product Mfg. (332).

Enforcement Indicators	
Inspections completed:	Employees covered:
251	7,465

Compliance Assistance Indicators							
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
266	1,898*	0	0	23	364	381**	NAV***



**Baseline:** BLS, 2012  
Injuries & Illnesses – 6.4

**Target:** 15% reduction in the rate of injuries and illnesses.

**Achievement:** Rate of 4.8 (BLS, 2016) is a 25.0% decrease from the baseline. Goal of 15% reduction was met in year 4.

**Data Source(s):** BLS, IMIS/OIS, Internal Measurement System.

\* Number of individuals attending seminars, workshops and other training programs were not registered by specific goals (1.1A-1 – 1.1 A-10). This amount represents total participation in all seminars, workshops and other training programs.

\*\* Press Releases issued (26), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (349), and 2017 MTI schedules printed (37,500).

\*\*\* Not Available.

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

### FY 2017 MIOSHA Comprehensive FAME Report

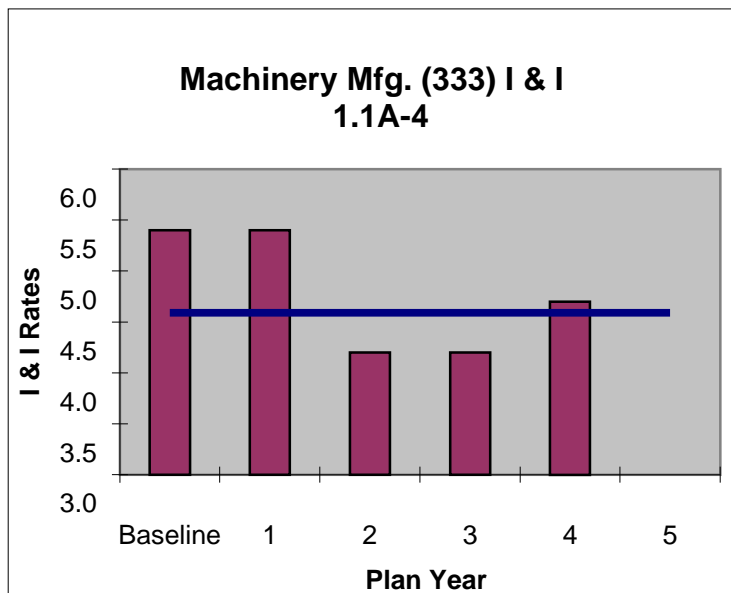
#### Michigan State OSHA Annual Report (SOAR)

#### SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1	Objective #1.1
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1 A-4	Reduce by 15% the rate of worker injuries and illnesses in Machinery Mfg. (333).

Enforcement Indicators	
Inspections completed:	Employees covered:
113	3,781

Compliance Assistance Indicators							
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
254	1,898*	0	0	13	303	381**	NAV***



**Baseline:** BLS, 2012  
Injuries & Illnesses – 5.4

**Target:** 15% reduction in the rate of injuries and illnesses.

**Achievement:** Rate of 4.7 (BLS, 2016) is a 13.0% decrease from the baseline. Goal of 15% reduction was not met in year 4.

**Data Source(s):** BLS, IMIS/OIS, Internal Measurement System.

\*Number of individuals attending seminars, workshops and other training programs were not registered by specific goals (1.1A-1 – 1.1 A-10). This amount represents total participation in all seminars, workshops and other training programs.

\*\* Press Releases issued (26), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (349), and 2017 MTI schedules printed (37,500). \*\*\* Not Available.

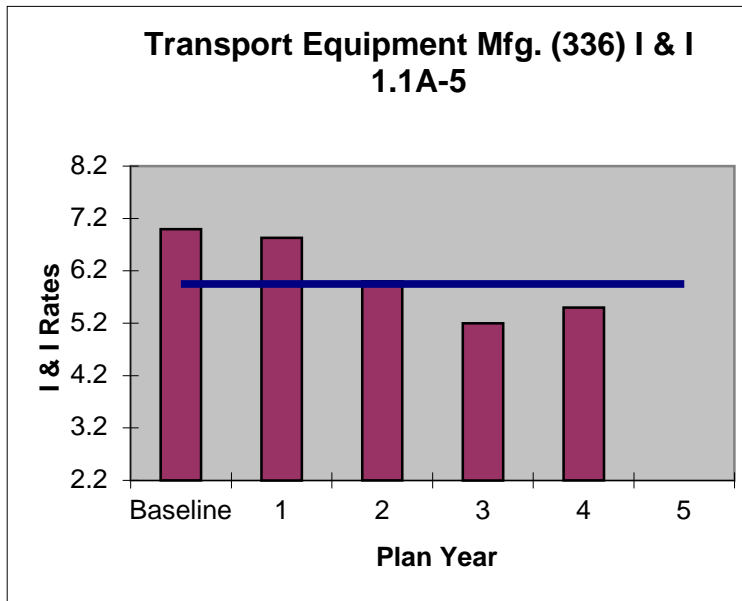
## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

### FY 2017 MIOSHA Comprehensive FAME Report

<b>Strategic Goal #1</b>	<b>Objective #1.1</b>
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
<b>Emphasis #1.1A-5</b>	Reduce by 15% the rate of worker injuries and illnesses in Transportation Equipment Mfg. (336).

Enforcement Indicators	
Inspections completed:	Employees covered:
194	27,691

Compliance Assistance Indicators							
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
198	1,898*	0	0	24	317	381**	NAV***



**Baseline:** BLS, 2012  
Injuries & Illnesses – 7.0

**Target:** 15% reduction in the rate of injuries and illnesses.

**Achievement:** Rate of 5.5 (BLS, 2016) is a 21.4% decrease from the baseline. Goal of 15% reduction was met in year 4.

**Data Source(s):** BLS, IMIS/OIS, Internal Measurement System.

\* Number of individuals attending seminars, workshops and other training programs were not registered by specific goals (1.1A-1 – 1.1 A-10). This amount represents total participation in all seminars, workshops and other training programs.

\*\* Press Releases issued (26), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (349), and 2017 MTI schedules printed (37,500).

\*\*\* Not Available.

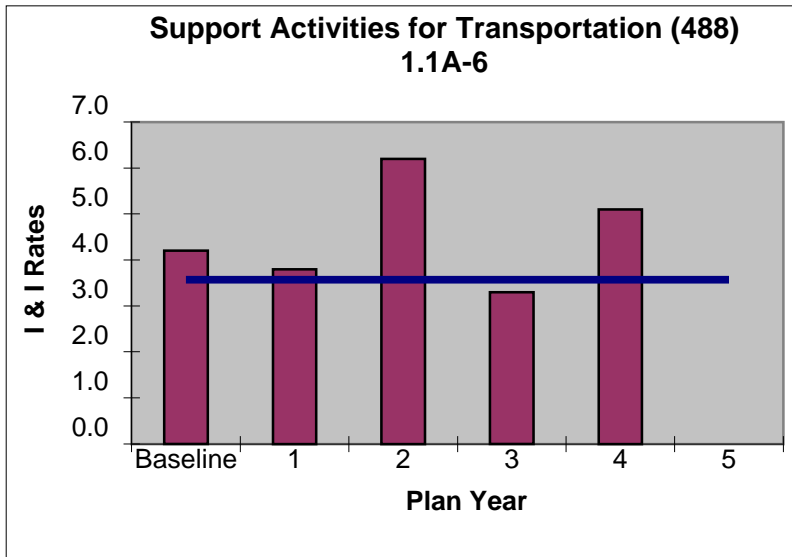
## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

### FY 2017 MIOSHA Comprehensive FAME Report

Strategic Goal #1	Objective #1.1
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1A-6	Reduce by 15% the rate of worker injuries and illnesses in Support Activities for Transportation (488).

Enforcement Indicators	
Inspections completed:	Employees covered:
21	564

Compliance Assistance Indicators							
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
42	1,898*	0	0	2	51	381**	NAV***



**Baseline:** BLS, 2012 Injuries & Illnesses - 4.2

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**Target:** 15% reduction in the rate of injuries and illnesses.

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**Achievement:** Rate of 5.1 (BLS, 2016) is a 21.4% increase from baseline. Goal of 15% reduction was not met in year 4.

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**Data Source(s):** BLS, IMIS/OIS, Internal Measurement System.

Number of individuals attending seminars, workshops and other training programs were not registered by specific goals (1.1A-1 – 1.1 A-10). This amount represents total participation in all seminars, workshops and other training programs.

\*\* Press Releases issued (26), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (349), and 2017 MTI schedules printed (37,500).

\*\*\* Not Available.

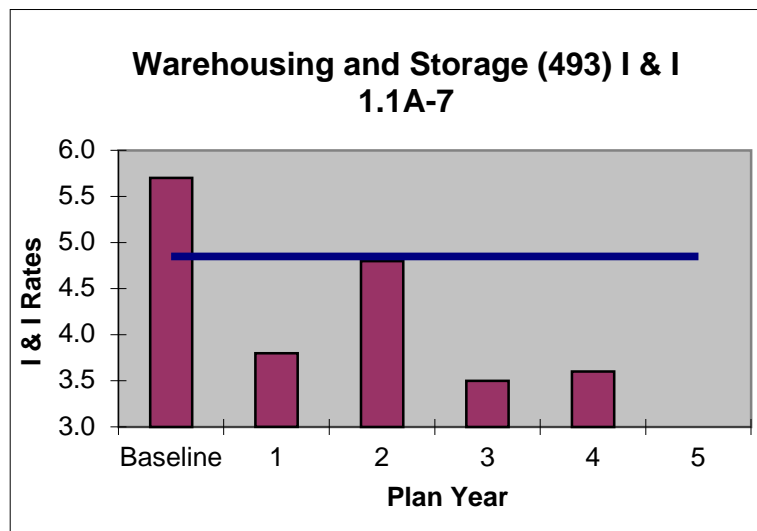
## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

### FY 2017 MIOSHA Comprehensive FAME Report

Strategic Goal #1	Objective #1.1
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1A-7	Reduce by 15% the rate of worker injuries and illnesses in Warehousing and Storage (493).

Enforcement Indicators	
Inspections completed:	Employees covered:
23	1,884

Compliance Assistance Indicators							
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
132	1,898*	0	0	4	137	381**	NAV***



**Baseline:** BLS, 2012 Injuries & Illnesses –5.7

**Target:** 15% reduction in the rate of injuries and illnesses.

**Achievement:** Rate of 3.6 (BLS, 2016) is a 36.8% decrease from baseline. Goal of 15% reduction was met in year 4.

**Data Source(s):** BLS, IMIS/OIS, Internal Measurement System.

\* Number of individuals attending seminars, workshops and other training programs were not registered by specific goals (1.1A-1 – 1.1 A-10). This amount represents total participation in all seminars, workshops and other training programs.

\*\* Press Releases issued (26), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (349), and 2017 MTI schedules printed (37,500).

\*\*\* Not Available.

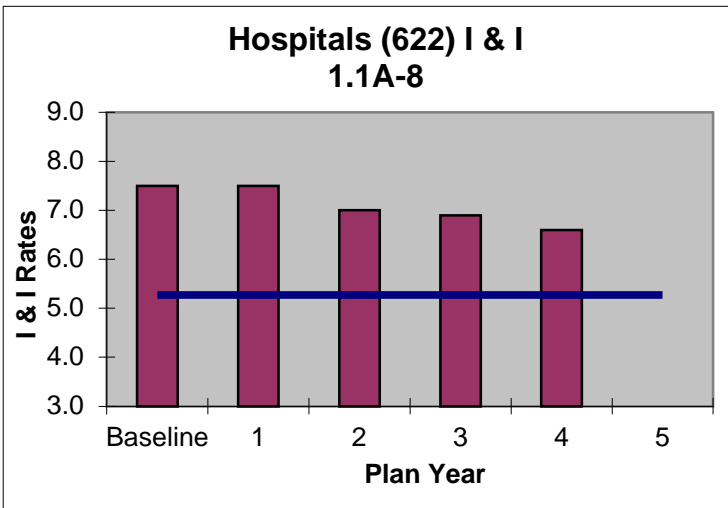
## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

### FY 2017 MIOSHA Comprehensive FAME Report

Strategic Goal #1	Objective #1.1
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1A-8	Reduce by 15% the rate of worker injuries and illnesses in Hospitals (622).

Enforcement Indicators	
Inspections completed:	Employees covered:
32	6,566

Compliance Assistance Indicators							
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
59	1,898*	0	0	0	67	381**	NAV***



**Baseline:** BLS, 2012 Injuries & Illnesses –7.5

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**Target:** 15% reduction in the rate of injuries and illnesses.

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**Achievement:** Rate of 6.6 (BLS, 2016) is a 12.0% decrease from the baseline. Goal of 15% reduction was not met in year 4.

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**Data Source(s):** BLS, IMIS/OIS, Internal Measurement System.

\* Number of individuals attending seminars, workshops and other training programs were not registered by specific goals (1.1A-1 – 1.1 A-10). This amount represents total participation in all seminars, workshops and other training programs.

\*\* Press Releases issued (26), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (349), and 2017 MTI schedules printed (37,500).

\*\*\* Not Available.



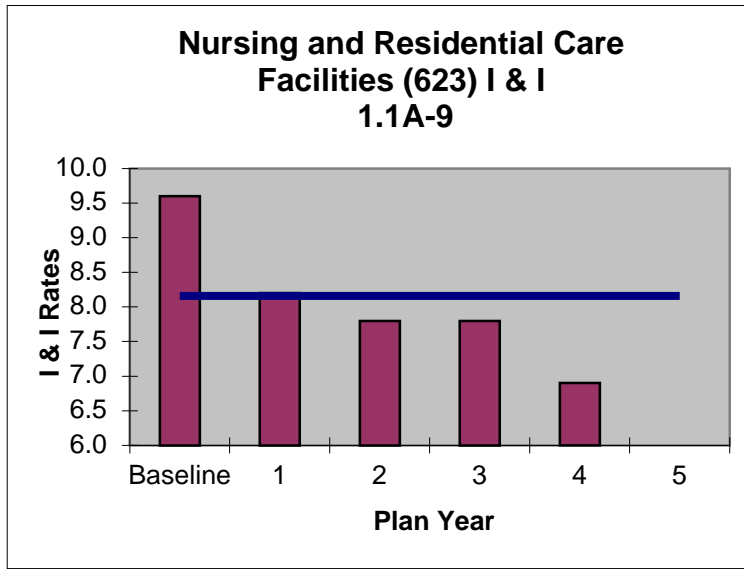
## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

### FY 2017 MIOSHA Comprehensive FAME Report

Strategic Goal #1	Objective #1.1
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1A-9	Reduce by 15% the rate of worker injuries and illnesses in Nursing & Residential Care Facilities (623).

Enforcement Indicators	
Inspections completed:	Employees covered:
25	2,399

Compliance Assistance Indicators							
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
68	1,898*	0	0	7	90	381**	NAV***



**Baseline:** BLS, 2012 Injuries & Illnesses –9.6

**Target:** 15% reduction in the rate of injuries and illnesses.

**Achievement:** Rate of 6.9 (BLS 2016) is a 28.1% decrease from the baseline. Goal of 15% reduction was met in year 4.

**Data Source(s):** BLS, IMIS/OIS, Internal Measurement System.

\* Number of individuals attending seminars, workshops and other training programs were not registered by specific goals (1.1A-1 – 1.1 A-10). This amount represents total participation in all seminars, workshops and other training programs.

\*\* Press Releases issued (26), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (349), and 2017 MTI schedules printed (37,500).

\*\*\* Not Available.

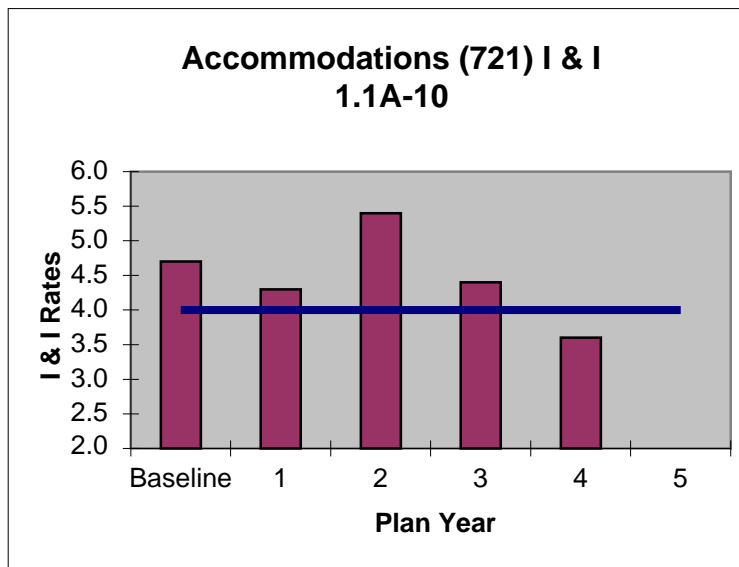
## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

### FY 2017 MIOSHA Comprehensive FAME Report

Strategic Goal #1	Objective #1.1
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1A-10	Reduce by 15% the rate of worker injuries and illnesses in Accommodations (721).

Enforcement Indicators	
Inspections completed:	Employees covered:
41	943

Compliance Assistance Indicators							
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
10	1,898*	0	0	1	8	381**	NAV***



**Baseline:** BLS, 2012  
Injuries & Illnesses – 4.7

**Target:** 15% reduction in the rate of injuries and illnesses.

**Achievement:** Rate of 3.6 (BLS 2016) is a 23.4% decrease from the baseline. Goal of 15% reduction was met in year 4.

**Data Source(s):** BLS, IMIS/OIS, Internal Measurement System.

\* Number of individuals attending seminars, workshops and other training programs were not registered by specific goals (1.1A-1 – 1.1 A-10). This amount represents total participation in all seminars, workshops and other training programs.

\*\* Press Releases issued (26), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (349), and 2017 MTI schedules printed (37,500).

\*\*\* Not available.

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

### FY 2017 MIOSHA Comprehensive FAME Report

<b>Strategic Goal #1</b>	<b>Objective #1.1</b>
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
<b>Emphasis #1.1A-11</b>	Reduce by 15% the rate of worker injuries and illnesses in Wood Product Manufacturing (321).

Enforcement Indicators	
Inspections completed:	Employees covered:
70	1,146

Compliance Assistance Indicators							
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
48	1,898*	0	0	8	58	381**	NAV***



**Baseline:** BLS, 2015  
Injuries & Illnesses – 10.0

**Target:** 15% reduction in the rate of injuries and illnesses.

**Achievement:** Rate of 7.1 (BLS 2016) is a 29.0% decrease from the baseline. Goal of 15% reduction was met in year 1.

**Data Source(s):** BLS, IMIS/OIS, Internal Measurement System.

\* Number of individuals attending seminars, workshops and other training programs were not registered by specific goals (1.1A-1 – 1.1 A-10). This amount represents total participation in all seminars, workshops and other training programs.

\*\* Press Releases issued (26), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (349), and 2017 MTI schedules printed (37,500)

\*\*\* Not available.

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

### FY 2017 MIOSHA Comprehensive FAME Report

Strategic Goal #1	Objective #1.2
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.	Reduce by 15% the rate of worker injuries, illnesses, and fatalities in workplaces experiencing high rates or with targeted hazards or exposures not covered by Emphasis 1.1.
Emphasis #1.2	General industry workplaces.

Enforcement Indicators	
Number of inspections:	Number of employees covered by inspections:
1,121	46,971

Compliance Assistance Indicators							
Number of seminars, workshops & other training programs held:	Number of seminar attendees:	Number of consultation visits:	Number of Michigan Challenge Programs on-going:	Number of Michigan Challenge Programs completed:	Number of hazard surveys:	Number of articles published:	Number of CET grant activities:
304	NAV***	398	0	0	27	381**	NAV***

	<h3 style="margin: 0;">Manufacturing (31-33)</h3> <p style="text-align: center; margin-top: 10px;">Plan Year</p>	<p><b>Baselines:</b> Incidence rate, total recordable cases, per 100 full-time workers [Manufacturing (31-33), BLS, 2012]: 5.8 Number of fatalities, program-related [General Industry]: 5 in CY 2013</p> <p><b>Target:</b> Reduce fatalities and illnesses and injuries by 15% (3% per year).</p> <p><b>Achievement:</b> Rate of 4.5 (BLS, 2016) is a reduction of 22.4%, which meets the goal of 12% for year 4. 6 GI fatalities for CY 2016, which is a 20% increase and does not accomplish a reduction over the time of the plan.</p>
Number of Fatalities	<h3 style="margin: 0;">Manufacturing (31-33)</h3> <p style="text-align: center; margin-top: 10px;">Plan Year</p>	<p><b>Data Source(s):</b> BLS, IMIS/OIS, Internal Measurement System, total recordable case incidence rate. Data obtained from the Agency program-related fatality log.</p>

\* Number of individuals attending seminars, workshops and other training programs were not registered by specific goals (1.2A-1.3). This amount represents total participation in all seminars, workshops and other training programs.

\*\* Press Releases issued (26), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (349), and 2017 MTI schedules printed (37,500).

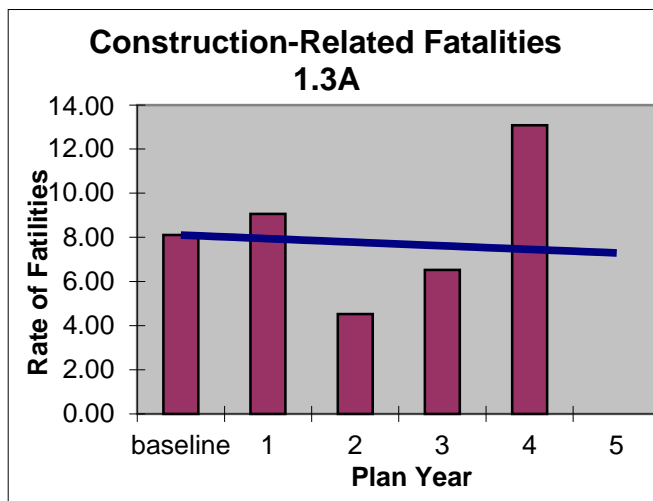
\*\*\* Not Available.

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

### FY 2017 MIOSHA Comprehensive FAME Report

Strategic Goal #1	Objective #1.3
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.	Decrease fatalities in the construction industry by 2% a year (10% total for 5 years) by focusing on the four leading causes of fatalities (fall, electrocution, struck-by, crushed by/caught between).
Emphasis #1.3A	Decrease fatalities in the construction industry by 10%.

Enforcement Indicators						
Accident/Incident investigations:	Complaint investigations:	Programmed/Routine inspections:	Residential construction inspections:	Number of partnerships developed and/or enhanced:		
59	145	2,301	386	2 new – 7 active		
Compliance Assistance Indicators						
Number of consultations:	Number of seminars, workshops & other training programs:	Number of hazard surveys:	Number of seminars:	Number of training attendees:	Number of newly developed MTI courses:	Number of alliances developed and/or renewed:
751	380	52	DUP**	5,012*	0	2



**Baselines:**  
8.10 (Average for Michigan for CYs 2008-12)

**Target:** Decrease fatality rates in the construction industry by 10% over a five-year period or 2% per year compared to the baseline.

**Achievement:** CY 2016 had 13.08 fatalities/100,000 workers, which is a 61.9% increase from baseline of 8.10. This does not meet the goal of a 2% decrease for the 4th year of the strategic plan.

**Data Source(s):**  
Data obtained from the Agency program-related fatality log and BLS data for overall industry rates.

Note: Enforcement Indicators and Compliance Assistance Indicators are for both 1.3A & 1.3B

\* Number of individuals attending seminars, workshops and other training programs were not registered by specific goals (1.3B & 3A). This amount represents total participation in all seminars, workshops and other training programs.

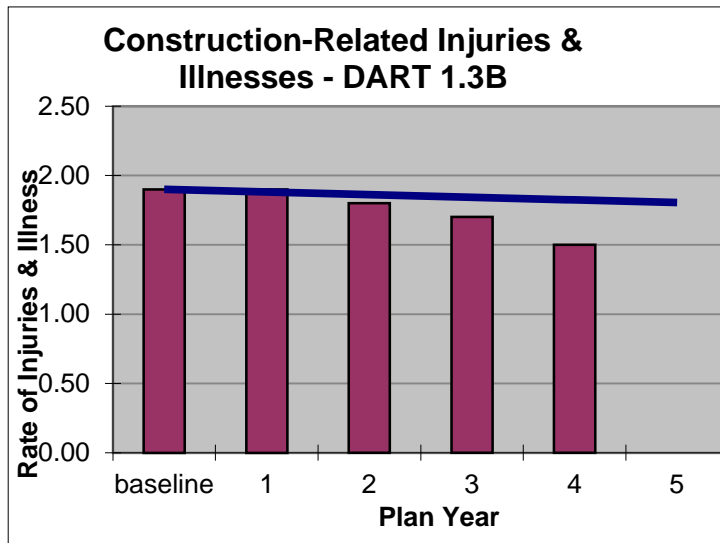
\*\* This number is duplicative; it is included in other measures.

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### FY 2017 MIOSHA Comprehensive FAME Report

Strategic Goal #1	Objective #1.3
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.	Decrease fatalities in the construction industry by 2% a year (10% total for 5 years) by focusing on the four leading causes of fatalities (fall, electrocution, struck-by, crushed by/caught between).
Emphasis #1.3B	Reduce injuries and illnesses in the construction industry by 1% a year over the five years (5% total for five years).

Enforcement Indicators						
Accident/Incident investigations:	Complaint investigations:	Programmed/Routine inspections:	Residential construction inspections:	Number of partnerships developed and/or enhanced:		
59	145	2,301	386	2 new – 7 active		
Compliance Assistance Indicators						
Number of consultations:	Number of seminars, workshops & other training programs:	Number of hazard surveys:	Number of seminars:	Number of seminar attendees:	Number of newly developed MTI courses:	Number of alliances developed and/or renewed:
751	380	52	DUP**	5,012*	0	2



**Baselines:** Days away, restricted, transferred (DART) of 1.98/200,000 hours (BLS, average 2008 - 2012)

**Target:** To reduce injuries and illnesses in the construction industry by 5% over a five-year period, or 1% per year compared to the baseline.

**Achievement:** The DART rate for 2016 is 1.5, which is a decrease of 24.2% of the baseline. This meets the goal of a 2% decrease for the 4th year of the strategic plan.

**Data Source(s):**  
BLS.

Note: Enforcement Indicators and Compliance Assistance Indicators are for both 1.3A & 1.3B.

\* Number of individuals attending seminars, workshops and other training programs were not registered by specific goals (1.3, 3A, and 3B). This amount represents total participation in all seminars, workshops and other training programs.

\*\* This number is duplicative; it is included in other measures.

## Appendix E - FY 2017 State OSHA Annual Report (SOAR)

### FY 2017 MIOSHA Comprehensive FAME Report

#### Michigan State OSHA Annual Report (SOAR) SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #2	Objective #2.1
Promote employer and worker awareness of, commitment to, and involvement with safety and health to effect positive change in the workplace culture.	Promote safety and health management systems (SHMS) during 100% of MIOSHA visits. Evaluate the SHMS during MIOSHA visits. Sixty percent (60%) of the employers in general industry that receive a subsequent MIOSHA visit will have a fully implemented SHMS or will have improved their SHMS.
Emphasis #2.1	SHMS's will be promoted during all MIOSHA contacts. General industry and construction establishments that are subject to a MIOSHA visit (programmed/comprehensive inspection or consultation hazard survey) will have a SHMS evaluation.

Enforcement, Consultation, and Other Indicators			
Number of SHMS evaluations completed:	Number of employers who show improvement in their SHMS:	Number of employers who received an SHMS promotion:	Number of articles published by MIOSHA:
GI - 528 CSHD - 257 CSHD referred 185 to CETD CETD - 235	GI - 60% CETD – 87.5%	GI - 1,966 CSHD – 2,678	381*
<b>Baselines:</b> Initial SHMS evaluations compared to subsequent evaluations conducted during FY 2009-2013.			
<b>Target:</b> Promote safety and health management systems (SHMS) during 100% of MIOSHA visits.			
<b>Achievement:</b> SHMS's were promoted during all compliance inspections and consultation interventions.			
<b>Outcome Measure/Data Source(s):</b> IMIS and Internal Measurement System. Consultation: Using an internal CET database, determine the percent of employers where their SHMS was promoted and evaluated. Intermediate: During CET return visits, compare recalculated injury and illness rates to initial visits.			

\* Press Releases issued (26), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (349), and 2017 MTI schedules printed (37,500).

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### FY 2017 MIOSHA Comprehensive FAME Report

#### Michigan State OSHA Annual Report (SOAR)

#### SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #2	Objective #2.2
Promote employer and worker awareness of, commitment to, and involvement with safety and health to effect positive change in the workplace culture.	Increase awareness of and participation in the MIOSHA Training Institute (MTI).
Emphasis #2.2	Increase Level 2 certificate holders by 10% each year by marketing the MTI to targeted groups.

Consultation and Other Indicators
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Number of MTI contact lists created:	Number of MTI promotional letters mailed:	Number of MTI consultations and training given to targeted groups:	
Two ongoing (12,383 on MTI GovDelivery subscriber list and 11,925 on CET GovDelivery). There are also 1,924 Facebook friends, 1,270 Twitter followers, and 164 YouTube subscribers.	112 MTI emails were sent to MTI GovDelivery subscribers.  37,500 MTI schedules distributed. 5,342 letters were mailed to Landscaping Services and 3,622 letters were sent to GISHD high-hazard employers; 3,794 TASD letters went out to the following industries: Construction, Fabricated Metals, and Wood Products Manufacturing.	961	

**Baselines:**

1,801 attendees in FY 2008; 2,131 in FY 2009, 2,699 in FY 2010; 2,628 in FY 2011; 2,747 in FY 2012

30 certificates issued in FY 2008; 107 in FY 2009; 121 in FY 2010; 122 in FY 2011; 147 in FY 2012

**Target:**

Increase the number of Level 2 certificate holders by 10% each year by marketing MTI to targeted groups.

**Achievement:**

For FY 2017, number of Level 1 and advanced certificate holders – 177 (Level 1 – 115, Level 2 – 39, Occupational Health – 23).

The target is to increase the number of MTI level 2 certificate holders by 10% each year. In FY 2016, there were 45 new Level 2 certificate holders. In FY 2017, there were 39. Percentage increase in number of MTI Level 2 certificate holders is a 13% decrease, this does not meet the 4th year goal of 10% increase.

**Data Source(s):**

MTI database, Internal Measurement System.



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#### Michigan State OSHA Annual Report (SOAR)

#### SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #2	Objective #2.3
Promote employer and worker awareness of, commitment to, and involvement with safety and health to effect positive change in the workplace culture.	Increase participation in MIOSHA cooperative programs.
Emphasis #2.3	The following cooperative programs will increase participation by 15 new MVPP awards/10 renewals; 10 new MSHARP awards/10 renewals; 30 new CET Awards (Silver, Gold, & Certificate of Recognition); initiate five new Michigan Challenge Programs; five new Alliances/10 renewals, and five new Partnerships.

Consultation Indicators			
Number of cooperative program presentations given at other division meetings:	Number of news releases promoting cooperative programs:	Number of new MVPP renewals:	Number of renewals and annual re-evaluations for alliances:
3	12	2 renewals 3 new	1 new 1 renewals
<b>Baselines:</b> 15 new MVPP awards/10 renewals; 10 new MSHARP awards/10 renewal; 30 new CET Awards; initiate five Michigan Challenge Programs; five new Alliances/10 renewals, and five new Partnerships.			
<b>Target:</b> 15 New (three per year)/10 renewals MVPP awards (two per year) 30 New CET (Bronze Certificate of Recognition, Silver Award, Gold Award, and Ergo Success Award) (six per year) 5 Michigan Challenge Programs (one per year) 5 New Alliances (one per year) /10 Alliance renewals (two per year) 10 New MSHARPS (two per year) 10 MSHARPS renewals (two per year) 5 New Partnerships (1 per year)			
<b>Achievement:</b> 3 - New MVPP Awards = yes; 2 reevaluations = yes 1 - New CET (Bronze Certificate of Recognition, Silver Award, Gold Award, and Ergo Success Award) = no 2 - Michigan Challenge Programs = yes 1- New Alliances = yes; 1 renewal = no 0 - New MSHARP = no; 3 renewals = yes 5 - New Partnerships = yes			
<b>Data Source(s):</b> Internal measurement using CET program records.			

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Strategic Goal #2		Objective #2.4	
Promote employer and worker awareness of, commitment to, and involvement with safety and health to effect positive change in the workplace culture.		Communicate the benefits of workplace safety and health through initiatives and communication with employers and employees.	
Emphasis #2.4			
Enforcement Indicators			
Percent of initiatives implemented:	Number of contact lists created:	Number of promotional letters mailed to targeted groups:	Number of enforcement visits:
100%	349 GovDelivery messages were sent 112 MTI GovDelivery messages were sent 11,925 CET GovDelivery members 12,383 MTI GovDelivery members 11,537 Standards GovDelivery members 1,924 Facebook members 1,270 Twitter members 164 YouTube subscribers	3,796 Take a Stand Day letters sent to the following employers: Construction, Fabricated Metals, and Wood Products Manufacturing.  3,622 letters sent to GISHD high-hazard employers.	4,644 GI-1,966 CS-2,678
Compliance Assistance Indicators			
Percent of initiatives implemented:	Number of contact lists created:	Number of promotional letters mailed to targeted groups:	Number of CET employer and employee contacts:
100%	349 GovDelivery messages were sent 112 MTI GovDelivery messages were sent 11,925 CET GovDelivery members 12,383 MTI GovDelivery members 11,537 Standards GovDelivery members 1,924 Facebook members 1,270 Twitter members 164 YouTube subscribers	3,796 Take a Stand Day letters sent to the following employers: Construction, Fabricated Metals, and Wood Products Manufacturing.  3,622 letters sent to GISHD high-hazard employers.	Not Available
<p><b>Baselines:</b> For all Michigan industries (including state and local government), DART of 2.0 and TRC of 4.1 (BLS, 2012); the FY 2014 customer comment card satisfactory response rate was 98.2% useful (562 of 572 who responded to the question on 578 cards returned).</p>			
<p><b>Target:</b> Provide safety &amp; health awareness during every intervention.</p>			
<p><b>Achievement:</b> Michigan DART of 1.6 and TRC of 3.4 (BLS, 2016), which equals a 20.0% decrease and a 17.0% decrease, respectively, for year 4. See Section 5 of this report for a description of initiatives.</p>			
<p><b>Data Source(s):</b> CET, IMIS/OIS, BLS and DIT.</p>			

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#### Michigan State OSHA Annual Report (SOAR)

#### SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #3	Objective #3.1
Strengthen public confidence through continued excellence in the development and delivery of MIOSHA's programs and services.	Foster a culture of integrity, inclusion, teamwork, and excellence to strengthen confidence in the delivery of MIOSHA services.
Emphasis #3.1A	Internal – Implement strategies that nurture collaboration among all MIOSHA team members to enhance effective communication and staff development.

Indicators	
Percent of staff involved in agency or division workgroups:	58%
Number of MIOSHA Weekly/Messenger issued:	25
Percent of new employees to receive orientation within three months:	100%
Number of awards:	4 Special Employee Recognition Awards - MIOSHA
Percent of employees participating in cross training:	Admin 100%; Appeals 100%; CET 19%; CSHD 20%; GISHD 36%; TSD 10%
Number of staff training sessions held:	CET 25, GISHD 23, CSHD 16 APPEALS 6, ADMIN 7, TSD 12
Number of Organizational Culture Inventory (OCI ) survey distributed:	None – OCI performed in 2009
Percent of OCI survey returned:	N/A
<b>Baselines:</b> Results from previous surveys, which were in 2003, 2004, and 2006, 2009, 2012, and 2015 for IAMS, and were in 2000 and 2005 for OCI.	
<b>Target:</b> Improve (increase) Constructive styles and improve (decrease) Passive/Defensive and Aggressive/Defensive styles for the OCI. For Internal Assessment of Management Strategies (IAMS), to improve or remain the same as previous results for seven core questions included in all five IAMS surveys.	
<b>Achievement:</b> MIOSHA last conducted an Organizational Culture Inventory (OCI) in 2009, a year ahead of the scheduled strategy. It is yet to be determined when the next OCI will be conducted. The Internal Assessment of Management Strategies (IAMS) for Objective 3.1A of the Strategic Plan was conducted in FY 2015. The purpose of the survey is to evaluate the current perception about the key result areas of management strategies within MIOSHA. The survey consisted of twelve multiple choice questions. Each question also contained a space to provide additional information and comments.	
<b>Outcome Measure/Data Source(s):</b> It is yet to be determined when the next Organizational Culture Inventory will be conducted. The Internal Assessment of Management Strategies (IAMS) survey is prepared by the MIOSHA Cross Cultural Team using the seven core and five additional questions.	

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Strategic Goal #3	Objective #3.1
Strengthen public confidence through continued excellence in the development and delivery of MIOSHA’s programs and services.	Foster a culture of integrity, inclusion, teamwork, and excellence to strengthen confidence in the delivery of MIOSHA services.
Emphasis #3.1B	External – Ninety-five percent (95%) of employers and workers who provide customer service feedback rate their overall MIOSHA intervention(s) as useful in identifying and correcting workplace safety and health hazards.

Indicators	
Number of comment cards received via hard copy and website:	388 MIOSHA Comment/Suggestion Cards
Number of visits to MIOSHA’s website:	1,112,441 in FY 2017
Percent of positive feedback on customer comment cards:	98.7% Useful on Comment/Suggestion Cards
Number of staff training sessions held:	CET 25, GISHD 23, CSHD 16, APPEALS 6, ADMIN 7, TSD 12
Number of fact sheets developed:	24
Number of responses to Ask MIOSHA Info questions posted to the website:	7
Number of MTI courses and CET seminars:	128
Number of participants in MTI courses and CET seminars:	2,279
Number of MIOSHA News publications:	4
Number of press releases issued:	26
Number of public service announcements:	349 GovDelivery announcements
Number of customer surveys received via hard copy and website:	388 Comment/Suggestion Cards mailed back
Number of forums/symposiums:	2 – Temporary Worker Symposiums
Number of forum/symposium participants:	132
<b>Baselines:</b> Customer Survey results and Comment/Suggestion Card.	
<b>Target:</b> Comment/Suggestion Cards are ongoing.	
<b>Achievement:</b> MIOSHA received 388 Comment/Suggestion Cards during FY 2017. Results for the three questions: <ul style="list-style-type: none"> <li>• 98.7% “Useful” on “How would you rate your overall experience with MIOSHA?”</li> <li>• 99.2% “Yes” on “Did you find the staff to be knowledgeable about employee safety and health issues?”</li> <li>• 99.1% “Yes” on “Did the staff explain how to correct the safety and health hazards they identified?”</li> </ul> MIOSHA received 6,788 Comment/Suggestion Cards during FY 2008 to 2017. Results for the three questions: <ul style="list-style-type: none"> <li>• 98.6% “Useful” on “How would you rate your overall experience with MIOSHA?”</li> <li>• 99.5% “Yes” on “Did you find the staff to be knowledgeable about employee safety and health issues?”</li> <li>• 99.2% “Yes” on “Did the staff explain how to correct the safety and health hazards they identified?”</li> </ul>	
<b>Outcome Measure/Data Source(s):</b> Comment Cards, Website, Staff Training, and Fact Sheets, Ask MIOSHA and MIOSHA Info, MTI Courses and CET Seminars, CET Grant Training, MIOSHA News, Press Releases, PSAs, Survey, Forums/Symposiums.	

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Strategic Goal #3		Objective #3.2	
Strengthen public confidence through continued excellence in the development and delivery of MIOSHA's programs and services.		Respond effectively to legal mandates so that workers are provided full protection under the MIOSH Act and improve MIOSHA selected services.	
Emphasis #3.2A	Respond to 97% of complaints within 10 working days of receipt by MIOSHA.		
<b>Enforcement Indicator</b>			
Percent of complaints opened within ten working days:		99.3% for CSHD (144 of 145) 99.2% for GISHD (729 of 735)	
<b>Baseline:</b> FY 2008 data 97.4%			
<b>Target:</b> 97% of complaints responded to within 10 working days.			
<b>Achievement:</b> For FY 2017, 873 of 880 complaints, or 99.26%, were responded to within 10 working days.			
<b>Data Source(s):</b> Fat/Cat and Complaint response data (IMIS/OIS).			

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### FY 2017 MIOSHA Comprehensive FAME Report

Strategic Goal #3		Objective #3.2	
Strengthen public confidence through continued excellence in the development and delivery of MIOSHA's programs and services.		Respond effectively to legal mandates so that workers are provided full protection under the MIOSH Act and improve MIOSHA selected services.	
Emphasis #3.2B	Ensure that 95% of non-contested cases have abatement complete within 60 workdays of last abatement due date.		
Enforcement Indicators			
Number of Non-Contested Cases:	Number of cases have abatement complete:	% cases with complete abatement within 60 days	
4,382	4,003	91.4	
<b>Baseline:</b> NONE – New measure with data supplied by federal OSHA.			
<b>Target:</b> 95%			
<b>Achievement:</b> For FY 2017, 379 of the 4,382 inspections did not have abatement complete within 60 workdays of last abatement due date. This resulted in a percentage of 91.4%. This did not meet the goal.			
<b>Data Source(s):</b> SAMM and SIR reports (federal OSHA).			

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Strategic Goal #3	Objective #3.2
Strengthen public confidence through continued excellence in the development and delivery of MIOSHA's programs and services.	Respond effectively to legal mandates so that workers are provided full protection under the MIOSH Act and improve MIOSHA selected services.
Emphasis #3.2C	Respond to 95% of all Freedom of Information Act requests within 5 days.
Enforcement Indicator	
<b>Baseline:</b> For FY 2013, 604 of 647 Freedom of Information Act requests, or 93%, were responded to within 5 days.	
<b>Target:</b> 95%	
<b>Achievement:</b> For FY 2017, 765 of 814 Freedom of Information Act Requests, or 94.0%, were responded to within 5 working days. There are several factors influencing FOIA request processing: 1) the MIOSHA FOIA liaison retired in May, 2017, and the agency has been working since then to fill the position. 2) The Michigan Department of Licensing and Regulatory Affairs has recently revised the method for FOIA request processing, which is causing delays in when MIOSHA receives requests, as well as extending our internal processing time. 3) FOIA requests continue to become more complicated/voluminous/litigious, and the advancement in forms of communication (i.e., email, cell phones, texting, etc.) increases complexity. These factors continue to make production of complete records much more time-consuming. MIOSHA FOIA staff also handle subpoenas and depositions, and in recent years the trend is to appeal many more citations, making this work more time-consuming as well.	
<b>Data Source(s):</b> Internal FOIA tracking system.	

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Strategic Goal #3	Objective #3.2
Strengthen public confidence through continued excellence in the development and delivery of MIOSHA's programs and services.	Respond effectively to legal mandates so that workers are provided full protection under the MIOSH Act and improve MIOSHA selected services.
Emphasis #3.2D	Establish a priority and a deadline for all standards assigned for promulgation. Promulgate 100% of standards required by OSHA within six months and 80% of the other standards within deadlines established by an annual standards promulgation plan.

**Activities/Measures:**

1. Development of an annual promulgation plan: the Standards Section developed the FY 2017 Standards Promulgation Plan.
2. Conducting standards liaisons and advisory committee meetings: During FY 2017, MIOSHA had 0 Advisory Committee Meetings, and 15 Standards Liaisons Meetings.

**Baseline:**

None.

**Target:**

Promulgate 100% of Standards required by OSHA within six months.

Promulgate 80% of other Standards within deadlines established by an annual Standards Promulgation Plan.

**Achievement:**

Promulgate 100% of Standards required by OSHA within six months – Accomplished 0% of original goal. There were seven OSHA standards that were not promulgated within the six month timeframe. Delays were a result of staffing issues, as well as a continued backlog of work within the Department of Licensing and Regulatory Affairs, and the Office of Regulatory Reinvention.

Promulgate 80% of other Standards within deadlines established by an annual Standards Promulgation Plan – Accomplished 65% of original goal. Delays were a result of staffing issues, as well as a continued backlog of work within the Department of Licensing and Regulatory Affairs, and the Office of Regulatory Reinvention.

Hold 4 Standards Liaisons meetings. Accomplished 100% of original goal. The structure and focus of these meetings was changed during this fiscal year, and 15 meetings were held.

**Data Source(s):**

Internal measurement systems.



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Strategic Goal #3	Objective #3.3A
Strengthen public confidence through continued excellence in the development and delivery of MIOSHA's programs and services.	Identify and assess information technology (IT) related needs within the agency and make recommendations to improve technology use and incorporation into the agency processes.
Emphasis #3.3A	Identify and assess information technology (IT) related needs within the agency and make recommendations to improve technology use and incorporation into the agency processes.

<p><b>Baseline:</b> 1. N/A. 2. The current computer inventory in terms of age of units and number of systems as measured at the beginning of FY 2014. 3. Catalog of available training, staff training captured in the agency training database. 4. Current inventory of agency data collection systems and automated processes. 5. Current Instruction and Memo inventory pertaining to computer/technology usage. 6. All field staff currently connected via Virtual Personal Network (VPN). FY 2013 level of usage web-based technology assessed as minimal qualitatively.</p> <p><b>Target:</b> As budget allows and resources require due to expired warranties, replace 25% of computer systems (four-year replacement cycle); fill vacant data analyst position in MISS/TSD; provide more training; upgrade to OIS; and support existing systems.</p> <p><b>Achievement:</b> All computers in use by staff in FY17 are under warranty. Agency has budgeted to replace 1/3 of the computers in FY18. The SharePoint resource identifying computer training, hints and tips was expanded in FY17. The Standards SAVES database was expanded to encompass the maintenance of consultative STEPS. A data collection system was built to track Severe Injuries not reported by employers. A lean process improvement (LPI) project was conducted as a preliminary step to developing an activity tracking database for the CET division. A replacement for the Excel fatality logs was created to improve the fatality reporting process.</p> <p><b>Data Source(s):</b> Internal measurement systems.</p>
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1. Review strategies of other strategic plan workgroups to determine data needs, baselines, requirements, measures, and sources.
  - Strategic plan 3.3A workgroup meets periodically to identify IT areas/topics to focus resources including review of Strategic plan strategies.
2. Monitor needs for acquisition, replacement, maintenance, enhancement of IT inventory, and hardware/software training agency-wide. Make recommendations for new purchases as necessary.
  - All staff using in-warranty computers in FY17
  - Monitors in conference rooms were upgraded.
3. Identify specialized IT training needs and internal and external resource options.
  - Training for OIS usage is on-going.
  - New training materials and reference documents were posted on the MIOSHA SharePoint site.
4. Identify and recommend opportunities for consolidation or improvements of data collection systems or workflow processes to minimize duplication of effort and information.
  - Improvements were made to the Standards/SAVEs database to incorporate STEPS.
  - A new database was created to track cases of employers not reporting severe injuries to their employees.
  - Fatality tracking was improved, a new agency-wide process implemented, and manual logs replaced with new PDF reports.
5. Recommendation of policies and adhere to the State of Michigan, LARA, and MIOSHA security, privacy, and best practices of electronic data and computer usage.
  - Management Information Systems Section (MISS) staff participated in the governor's data classification initiative (Executive Order 2016-24.)
  - All staff participate in regularly scheduled sessions of on-line security training.

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6. Work on improving consistency in entering case file data.
  - A MISS analyst was hired with a focus to enhance standardization and quality control over the OIS data. The analyst has conducted research into the use of Strategic Plan, State Emphasis, and optional codes and has drafted for review a work flow process to improve consistency and regulate usage of the codes.
  - A new Agency-wide procedure was rolled out that standardized the collection and reporting of occupational fatality information.
  
7. Identify technologies that MIOSHA can utilize and make recommendations as to how they can be used to improve agency operations.

The MIOSHA CET division have been approved to use the AT&T Blue Jean Video Conferencing as a cheaper alternative to AT&T connect. This is the result of a successful pilot program.

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Strategic Goal #3	Objective #3.3B
Strengthen public confidence through continued excellence in the development and delivery of MIOSHA's programs and services.	Assess options to provide new and better ways to deliver MIOSHA information and services to the public, and other agencies through the use of information technology such as the Internet and mobile technologies. Make appropriate recommendations to agency administration and staff to implement the improvements.
Emphasis #3.3B	Assess options to provide new and better ways to deliver MIOSHA information and services to the public, and other agencies through the use of information technology such as the Internet and mobile technologies. Make appropriate recommendations to agency administration and staff to implement the improvements.

1. Research the possibilities for outside vendors to create applications for MIOSHA webpage for the public to utilize. Create an assessment to see what state departments, OSHA and other state plans are doing across the nation, for feasibility for adoption to see what obstacles exist. Research feasibility of MIOSHA apps.
  - An online survey was conducted to gather input regarding applications. The results were shared with directors and triggered additional research.
  - The search for potentially useful applications that can be shared with the public is ongoing.
  
2. Look at areas that we could shift from paper to electronic correspondence; i.e., comment cards, closing letters.
  - The CET division maintains six different GovDelivery ListServes with over 52,000 total subscribers.
  - The MTI graduate comment card was upgraded from paper copy to an electronic survey. Trials of electronic form version of comment card have been attempted by internal groups.
  - Included requirements during the lean process improvement (LPI) project that the new CET activity tracking system maximize its electronic communication with employers.
  - MISS staff aided CET, enhancing their electronic hazard survey report that is provided to employers.
  
3. Increase MIOSHA followers on Facebook, Twitter, and YouTube.
  - In FY 17, MIOSHA increased followers on Facebook from 1,733 to 1,921.
  - In FY 17, MIOSHA increased followers on Twitter by from 1,044 to 1,266.
  - In FY 17, MIOSHA increased subscribers on YouTube from 150 to 164.
  
4. Expand outreach to outside groups, and establish vehicles for assessment of input pertaining to types of data, services, and applications that could improve MIOSHA service to others.
  - MIOSHA is reaching out to outside groups, gathering feedback prior to the creation of its next 5 year Strategic Plan.
  
5. Expand promotion of our emerging social media with the public and outside agencies.
  - A YouTube account was started and agency staff are actively seeking source data on best practices for inclusion to our channel.
  - Presentations to outside groups now include a slide for promoting MIOSHA social media.
  
6. Expand use of analysis of the responses to social media for reporting potential trends or points of interest to management.
  - MIOSHA monitors responses to social media questions and comments and provides appropriate follow-up including referring customers to other MIOSHA electronic resources.

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Strategic Goal #3	Objective #3.4
Strengthen public confidence through continued excellence in the development and delivery of MIOSHA's programs and services.	Make all MIOSHA interactions an opportunity to build effective and positive relationships that support the MIOSHA mission.
Emphasis #3.4	Connect MIOSHA to industry by increasing collaboration and communication to create collective ownership for workplace safety and health.

<p><b>Baseline:</b> October 1, 2011 – September 30, 2012 customer comment card satisfactory response rate (922/941 98.0% useful).</p> <p><b>Target:</b> Develop and implement two new activities with external groups, educational material, or staff training sessions each year. Maintain or improve customer comment card satisfaction response rate.</p> <p><b>Achievement:</b> Held six “Coffee with MIOSHA” events and one “Take A Stand Day” event in FY 2017. For FY 2017, the customer comment cards indicated that 98.7% of MIOSHA’s customers indicated that their overall experience with the agency was useful.</p> <p><b>Data Source(s):</b> Internal measurement systems.</p>
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1. Coordinate the implementation, development, and marketing of “Connecting MIOSHA to Industry” activities; e.g., Take A Stand Day (TASD), Coffee with MIOSHA (CWM), forums, and brochures.
  - The TASD workgroup coordinated the 13<sup>th</sup> TASD. This year we had 94 participants. Participants indicated that they heard about TASD from their association/organization (4), an email notice (9), our hard copy TASD flyer (39), MIOSHA Staff (26), the MIOSHA website (16). This year we participated in six CWM events led by members of the MIOSHA Outreach Committee. The MIOSHA Outreach Committee also coordinated and staffed the MIOSHA booth at the two-day Michigan Safety Conference. CETD and CSHD coordinated and participated in five “stand downs” at our partnership sites as part of federal OSHA’s National Safety Stand Down to Prevent Falls in Construction.
2. Evaluate and coordinate opportunities for gathering additional feedback, recommendations, and input from stakeholders and internal staff to enhance MIOSHA interactions and services; e.g., forums, workgroups, web form, mailings, surveys, and social media.
  - Internal staff input: Administered IAMS survey to all MIOSHA staff. Developed MIOSHA Action Plan in response to the FY 15 IAMS survey results. Continued efforts in FY 2017 to improve customer service:
    - Administered the fourth TASD survey of 94 participants. Respondents provided comments/ideas on enhancing TASD marketing efforts.
    - All MIOSHA staff to attend the Civil Service training programs on Emotional Intelligence and Valuing Differences.
    - Developed module for new employee orientation on the Connecting MIOSHA to Industry initiative. The module will be used starting in FY 2018.
    - Require all MIOSHA employees to attend Civil Service training program on Emotional Intelligence.
3. Evaluate and coordinate MIOSHA staff training and educational resources that support and foster the "Connecting MIOSHA to Industry" culture of building positive relationships with employers and employees.
  - In FY 2014, all staff were issued a R.E.S.P.E.C.T. card. Each letter had a related action (Recognize, Eliminate, Speak, Practice, Earn, Consider, and Treat.) In FY 2015, a R.E.S.P.E.C.T. check was done as a reminder. Articles were published in the MIOSHA Weekly. For each action, a relevant scenario and/or positive work-related example was provided to illustrate how the action could be demonstrated.
4. Coordinate Connecting MIOSHA to Industry Phase V training for staff. NOTE: Some overlap with 3.1A - Implement strategies that nurture collaboration among all MIOSHA team members to enhance effective communication and staff development. A new workgroup was created to implement Phase V which will focus on consistency in services and

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information provided to customers. Based on IAMS survey feedback, the workgroup will lift up consistency by coordinating joint hazard recognition training or MIOSHA policy review.

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## SECTION 2 - PRIMARY OUTCOME MEASURE SUMMARY CHART

### FY 2017 (Year 4 of 5-year MIOSHA Strategic Plan for FY 2014-2018)

<u>Strategic Plan Emphasis</u>	<u>Year 5 Goal</u>	<u>Year 4 Achievement</u>	<u>Met Goal(s)</u>
1.1A-1 Beverage & Tobacco Product Mfg.	15% Decrease*	70.0% decrease	yes
1.1A-2 Primary Metals	15% Decrease *	55.9% decrease	yes
1.1A-3 Fabricated Metal Product Mfg.	15% Decrease *	25.0% decrease	yes
1.1A-4 Machinery Mfg.	15% Decrease *	13.0% decrease	no
1.1A-5 Transportation Equipment Mfg.	15% Decrease *	21.4% decrease	yes
1.1A-6 Support Activities for Transportation	15% Decrease *	21.4% increase	no
1.1A-7 Warehousing and Storage	15% Decrease*	36.8% decrease	yes
1.1A-8 Hospitals	15% Decrease *	12.0% decrease	no
1.1A-9 Nursing and Residential Care Facilities	15% Decrease *	28.1% decrease	yes
1.1A-10 Accommodations	15% Decrease *	23.4% decrease	yes
1.1A-11 Wood Products Manufacturing**	15% Decrease *	29.0% decrease	yes
1.2 Manufacturing (31-33) – TRC Rate/Fatalities	15% Decrease	22.4% decrease/ 20% increase	yes/no
1.3A Construction Fatalities	10% Decrease	61.9% increase	no
1.3B Construction Injuries & Illnesses (DART)	5% Decrease	24.2% decrease	yes
2.1 Safety and Health Management Systems	100% Promote	100% Achieved	yes
2.2 Participation in MTI Level 2 Certificates	10% Increase yearly	13% decrease	no
2.3 Participation in Cooperative Programs	Nine Program Goals	Met 6 of 9	6 yes/3 no
2.4 Communicate benefits of Workplace Safety	DART/TRC decrease	20.0%/17.0% decrease	yes
3.1A Implement Strategies that Nurture Collaboration	N/A	N/A	N/A
3.1B MIOSHA Interventions	>95% Useful	98.7% Useful	yes
3.2A Respond to Complaints Within 10 days	>97% Response	99.26% Achieved	yes
3.2B Non-Contested Cases Having Abatement	95% Occurrence	91.4%	no
3.2C Respond to FOIA Requests Within 5 days	95%	94.0%	no
3.2D Standard Promulgation	100% Fed/ 80% MI	0%/65%	no/no
3.3 Data Management Systems and Processes	Various	N/A	N/A
3.4 Connect MIOSHA to Industry	98% Useful	98.7% Useful	yes

\*Proportional annual goals not set for emphasis; overall reduction of 15% reduction evaluated.

\*\*Industry added to SP starting FY 17.

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### SECTION 3 – CONSULTATION, EDUCATION AND TRAINING (CET) GRANTS FOR FY 2017

#### Links with Strategic Plan Emphasis

<b><u>Name of Organization</u></b>	<b><u>Emphasis</u></b>
AFL-CIO of Michigan: HRDI	1.1/2.1
Alpena Community College	1.1/1.3/2.1
Associated General Contractors of Michigan	1.3/2.1
Baker College	1.1/2.1
Bay de Noc Community College	1.2/2.1
Center for Workplace Violence Prevention, Inc.	1.1/1.2/2.1
Construction Association of Michigan	1.3/2.1
Eastern Michigan University	1.3/2.1
Emergency Services Rescue Training	1.2
Great Lakes Safety Training Center	1.2/2.1
MARO Employment and Training Association	1.1/1.2
Michigan Association of Chiropractors	1.1/1.2/2.1
Michigan Green Industry Association	1.2/2.1
Michigan Infrastructure and Transportation Association	1.3/2.1
Michigan State University	1.2/2.1
North Central Community College	1.1/2.1
Parents for Student Safety Employment Standards	1.2/1.2/1.3/2.1
Retail, Wholesale, and Department Store Union	1.1/2.1
United Auto Workers International Union	1.1/2.1
University of Michigan	1.1/1.2/2.1

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#### SECTION 4 - MIOSHA STATE INTERNAL EVALUATION PLAN (SIEP) FOR FY 2017

##### **Activity/Program Component Evaluated:**

MIOSHA conducted an audit for fiscal year 2017 on the effectiveness of the enforcement divisions' variance procedures to determine if we are complying with Section 27 of Act 154 and Part 12 Variances.

The audit included review of the requirements for Act 154, Section 27 and Part 12 Variances, along with the review of the enforcement divisions' intake processing (granting/denials), recordkeeping, and notification of granted variances in the MIOSHA News.

##### **Findings:**

The General Industry Safety and Health Division and the Construction Safety and Health Division each have written internal variance procedures and variance requirements in place. Written division procedures indicate the following information is contained in a request for a variance and is also verified upon receipt:

- The name and address of the firm, the name and title of the person filing the application and the address of the place of employment involved.
- A specification of the rule(s) of the standard from which a variance is desired.
- Certification of whether a variance has been requested from the U.S. Department of Labor on the same set of facts. If so, was the variance granted, denied, or pending?
- A description of the conditions, practices, means, methods, operations, and processes used or proposed to be used.
- How the conditions, practices, means, methods, operations, and processes used or proposed to be used would provide employment to employees which is as safe and healthful as those required by the rule(s) of the standard from which a variance is desired.
- A statement that the employer has informed the employees of the application for a variance, by giving a copy thereof to their authorized representative, if any, and posting the application or a summary of the application at the area in which the affected employees work. If a summary is posted, the summary shall specify where the complete application may be examined.
- Language which informs the employees of their right to appeal the application for a variance and petition the Department for a hearing, within 15 days of the filing of the application.

Written division procedures also indicate if pertinent information is missing, a letter requesting additional information necessary to process the variance application is mailed to the applicant. A file is created for each request and correspondence sent to and received from the company is placed in the file. A letter granting or denying the request for a variance is mailed to the company. Variances are added to the MIOSHA website on the variance webpage once they are granted. Each division maintains requests for variances in an Excel Spreadsheet that is maintained on the S-drive in their respective folders. A log is maintained for each calendar year.

In GISHD, the departmental analyst has been responsible for processing and monitoring variances for approximately nine (9) years. The requests are forwarded to a departmental manager for a determination to be made. When a determination is made to grant or deny a request, the variance log is updated. The division's written variance procedures need to be updated to reflect changes in personnel and department names. The variance log indicates three (3) applications for variances have been received, one (1) in 2015 and two (2) in 2016 in which a determination has not been made.

In CSHD, the departmental manager has been responsible for reviewing requests for variances for approximately three (3) years. The variances are reviewed to ensure all of the requested information is



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included in the request. The variance logs maintained on the S-drive for 2016 and 2017, when printed, indicate they are the 2015 Variance Logs. In 2016, three companies are listed under the same variance number on the log. Information is omitted in some of the columns on the log: Date Approved by Division, Variance Issued Date, Date Published in Safety News, Comments/Status/Appeals, and the Close Date for three of the requests.

Requested, granted, and revoked variances were published in the MIOSHA News from the spring/summer 1999 through the summer 2007. In the Fall 2007, requests for variances and variances granted were published in the MIOSHA News via a link to the MIOSHA website at: [www.michigan.gov/mioshavariiances](http://www.michigan.gov/mioshavariiances). In the Fall 2014 edition of the MIOSHA News, a redirects section was featured in the MIOSHA News that included a hyperlink to the variances webpage.

The MIOSHA website has a variance webpage which includes links for requested, granted, and revoked variances. Variances prior to January 2016 are available by checking the Archived Variance Information page, or past issues of the MIOSHA News.

In December 2011, MIOSHA began distributing a monthly electronic newsletter, the MIOSHA eNews. The MIOSHA eNews contains a section called Quick Links which contains a hyperlink to the MIOSHA website variance webpage. In January 2013, a Variance section was also created in the MIOSHA eNews that contains a hyperlink to the MIOSHA website variance webpage. Posting variances in the monthly MIOSHA eNews allows for more timely notification of granted variances than posting variances in the quarterly MIOSHA News.

#### **Recommendations of Activity/Program Evaluation:**

- Update the GISHD written procedures with the procedures currently in use.
- Ensure timely determinations for variance requests to GISHD. Make determinations on the three (3) currently on the log from 2015 and 2016.
- Ensure granted variances are published in the MIOSHA News, in addition to the MIOSHA eNews.
- Update the 2016 and 2017 CSHD variance logs.

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### SECTION 5 – PROGRAM ACCOMPLISHMENTS FOR FY 2017

#### Major Program Accomplishments

##### Consultation and Education Training Grants

In 2017, MIOSHA awarded 20 Consultation Education and Training grants to non-profit groups to enhance safety and health training and to support worker safety and health across the state. The grants require a minimum 10% match from the training entities. The MIOSHA CET Grant Program provides additional options for safety and health education and training to employers and employees. Most of the grants focus on the performance goals identified in the MIOSHA Strategic Plan, with a particular emphasis on hazard recognition and prevention for high hazard industries. The CET Grant Program is designed to:

- Increase the number of employers and employees receiving occupational safety and health education, training and prevention services, especially employers with less than 100 employees.
- Encourage the development of new strategies for providing occupational safety and health education, training and prevention services.
- Encourage new providers of occupational safety and health education, training and prevention services for Michigan businesses.
- Evaluate the effectiveness of those alternative strategies and providers.

The awarded projects include a wide range of training activities and proficiency levels, some of which include: crane rigging and signaling; silica safety; masonry; confined space entry; ergonomics; tree trimming and chainsaw safety; workplace violence prevention; emergency action plans; hazard communication; lockout/tagout; machine guarding; noise exposure; electrical hazard awareness; personal protective equipment; aerial lift rescue; emergency evacuation; safety and health management system; hazard communication; youth safety; and powered industrial trucks.

##### MIOSHA Training Institute (MTI)

In FY 2008, MIOSHA implemented a new safety and health training/certificate program. Seminars offered through MTI provide an opportunity to earn a certificate. In FY 2017, 128 were offered across the state. Also in FY 2017, CET:

- Continued to provide MTI outreach through printed seminar brochures. Printed and mailed 37,500 seminar brochures to high hazard industries twice in FY 2017.
- Continued to conduct MTI outreach while participating at expositions, meetings and conferences. Provided MTI seminar brochures at 27 events in FY 2017.
- Continued to promote the MTI Scholarship Program to increase MTI attendance when funding is available. In 2017, a total of \$38,730 was paid out for 592 scholarships.
- Routinely communicated with MIOSHA stakeholders through listserv, MIOSHA eNews, Facebook and Twitter announcements to keep them aware of the MTI offerings. In 2017, there were 112 MTI emails.
- Two Level 2 boot camps were held in FY 2017. Based on positive attendee feedback, will continue to offer Level 2 boot camps in FY 2018.

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- MIOSHA Training Institute (MTI) 10-Year Anniversary – On August 22, 2017, a decade of unprecedented success of the state’s workplace safety and health training program was celebrated at an appreciation ceremony recognizing the 29 co-sponsors of the program that help make it possible. Since its inception, more than 25,000 participants have been trained. 1,059 MTI students have earned Level One certificates for General Industry and Construction; approximately 300 students have earned Level Two certificates; and 70 students have earned Occupational Health certificates.
- MIOSHA and Oakland University Form Alliance – On September 21, 2017, MIOSHA and Oakland University formed a new alliance establishing the MTI to Bachelor of Science in Environmental Health and Safety (EHS) Degree Program. The new program is available to those who have a valid Level Two Safety and Health Management Systems certificate. These individuals will be granted up to 11 credits through a course competency by examination process to satisfy part of the minimum course requirements towards the EHS Bachelor of Science Degree.
- To date, training has been provided to more than 25,098 individuals and certificates have been issued to over 1,443 students.

### Connecting MIOSHA to Industry

“Connecting MIOSHA to Industry” has proven to be a very successful initiative and has enhanced MIOSHA’s ability to accomplish the mission of protecting the health and safety of Michigan workers. It is positively affecting both the safety and health culture in the industry and the way our customers perceive us.

MIOSHA held six “Coffee with MIOSHA” events around the state to invite businesses and employees to have a cup of coffee and meet MIOSHA staff to learn about training opportunities and other resources MIOSHA has to offer. These events were open to the public and sponsored by a variety of different industries, associations, and businesses. Attendance for the six events was 338 people.

### Take a Stand Day

On August 9, 2017, the 13th annual “Take a Stand Day” was held. “Take a Stand Day” provides an opportunity for employers to receive a special one-on-one consultation with NO CITATIONS and NO PENALTIES. MIOSHA dedicated its professional staff to visit Michigan high-hazard industries targeted by the MIOSHA Strategic Plan. A total of 94 requests were received in the CET Division and assigned to MIOSHA staff – both enforcement and consultation staff. This event provides all MIOSHA staff an opportunity to “connect with industry.”

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#### MIOSHA Initiatives

#### Strategic Planning Emphasis

##### **Blight Removal Involving Asbestos, Lead and Cadmium SEP**

On September 1, 2016, MIOSHA launched the year-long state emphasis program to inspect employers working in blighted areas receiving funding from the Hardest Hit Fund. During the year-long program, MIOSHA conducted 30 inspections: 15 in Wayne County, five in Genesee County, three in Kalamazoo County, two in Calhoun County, four in Saginaw County, and one in Ingham County. MIOSHA issued citations to 43 percent of the employers who were inspected under the program. Most of the inspections took place during removal of asbestos from structures before they were demolished. MIOSHA inspected seventeen different employers; some employers more than once. MIOSHA issued citations for 62 violations of the rules, including seven violations of the Michigan Asbestos Abatement Contractor Licensing Act and one violation of the Michigan Asbestos Workers Accreditation Act. Most of the citations were issued for lack of asbestos medical examinations and consultations. Seventy-one percent of the violations were categorized as serious. Initial penalties equaled \$67,600.00. Staff distributed the MIOSHA Asbestos Program's brochure "Asbestos & Demolition/Renovation, MIOSHA Requirements" during the inspections.

##### **Temporary Workers Initiative**

MIOSHA's new strategic plan covering FY 2014-2018 includes the goal of reducing the rate of worker injuries, illnesses, and fatalities within the temporary worker population. MIOSHA is including increased outreach and consultation with temporary employment agencies as part of the new strategic plan. Under this emphasis, the CET Division will be seeking opportunities to partner with the industry to encourage proactive attention to improve safety and reduce fatalities in all types of work operations.

Some of the outreach opportunities identified include:

- Developing and presenting training on the new MIOSHA Temporary Worker Initiative.
- Assisting staffing agencies in developing safety and health management systems.
- Developing a MIOSHA fact sheet identifying the shared responsibilities between the temporary agency and the host employer.
- Authoring safety and health articles for the industry's publications.
- A letter was mailed to MIOSHA Alliance partners soliciting their assistance in this initiative.

In FY 2017, two successful Temporary Worker Initiative Symposiums were held with more than 132 attendees.

##### **Agriculture Outreach**

The CET Ag Outreach Workgroup continued to meet throughout FY 2017. Workgroup members participated in the December Great Lakes Fruit, Vegetable and Farm Market Expo at the DeVos Center in Grand Rapids. The workgroup is preparing a program for minors in agriculture.

A CET mini-grant was awarded to Emergency Services Rescue Training to provide onsite and classroom training for agricultural incidents. The final product is a first responder critical

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document for responding to agricultural incidents. A CET member of the workgroup was assigned to work with the grantee.

### Silica Outreach

In December, a two-year silica initiative outreach plan was launched. A new silica page was added to the website which includes relevant standards and resources, a “Respirable Crystalline Silica” PowerPoint and a Sample Written Exposure Control Plan. A new silica title was purchased for the video library.

### Part 62 Plastic Molding Outreach

In preparation for the January 1, 2017 effective date of the General Industry standard Part. 62 Plastic Molding, two mailings went out to 1,148 companies in NAICS 326 (Plastics and Rubber Products Manufacturing) offering CET services. Eight informational sessions were held around the state for 347 participants. In April, “Could This Change Affect You? – Part 62. Plastic Molding” was presented at the Michigan Safety Conference. Due to upcoming changes in the General Industry Walking, Working Surfaces standards, implementation of the lock out, tag out changes will be implemented in 2018.

### Fall Prevention SEP

On February 21, 2017, MIOSHA established a fall prevention SEP to prevent fatalities from falls in the workplace. Falls are a leading cause of workplace fatalities in Michigan. In 2016, nearly half of the work-related fatalities in the state —21 of the 43 deaths—were caused by falls. The highest number, ten of the 21 deaths, were among specialty trade construction contractors (NAICS 238), and the most affected occupations were roofers, carpenters, and general laborers. Six of the 21 deaths occurred among tree trimmers (NAICS 561730, Landscaping Services). This SEP covers all industries, but focuses on construction work and landscaping services where fall fatalities were the most prevalent in 2016.

### MIOSHA Partnerships and Alliances

In May 2004, MIOSHA established a program to permit partnerships between MIOSHA and an individual employer, employees, and/or their representatives or a group of employers, employees, and/or their representatives. Partnerships are cooperative agreements that provide an opportunity for the agency to carry out its mission through use of non-traditional approaches for enforcement, provide opportunities to share best practices on safety and health approaches, and leverage program resources. MIOSHA construction partnerships have had injury/illness rates far below the industry average for similar work.

### Partnerships

MIOSHA had five active partnerships in FY 2017; two of which were newly signed:

- Westwind Construction – On February 9, 2017, MIOSHA entered into a partnership with Westwind Construction at Trailside45, a new multi-family apartment community under construction in Traverse City, Michigan. The property incorporates 1.7 acres of long-time vacant land in the heart of Traverse City and will provide 74 residential units. Construction began in November of 2016 and is expected to be completed in the spring

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of 2018.

- Skanska Closner – On December 15, 2016, MIOSHA entered into a partnership with Skanska Closner at the construction site of a new hospital and medical office building in Marquette, Michigan. The new facility will replace the current facility with a 265-bed, 542,817 square-foot building. The project will also include a more than 97,000 square-foot adjoining medical office building and parking structure. Construction began in June of 2016, and is expected to be completed in October of 2018.
- Pioneer Construction Company – On August 30, 2016, MIOSHA entered into a partnership with Pioneer Construction Company at the Diamond Place project in Grand Rapids. Diamond Place is a residential and commercial project consisting of 165 apartments, commercial retail spaces, and a parking deck. The overall project construction budget is \$30.0M. The project started on September 1, 2016, and will last about 19 months.
- Granger Construction Company - On June 7, 2016, MIOSHA entered into their second partnership with Granger Construction Company at the U of M Athletics South Campus Performance Project. The project includes the construction of several new buildings including the development of three new outdoor performance field facilities, and significant infrastructure upgrades for the new 18-acre South Campus addition. The project is expected to be completed in December of 2017.
- UAW/Ford/ACH/MIOSHA Partnership – In 2002, Ford Motor Company, Visteon, the United Auto Workers and MIOSHA entered into partnerships to improve worker safety and health in Ford and Visteon facilities. These partnerships were designed to share information and resources and to allow all parties to work together to address workplace safety and health issues in a focused, efficient and effective manner. On April 22, 2016, MIOSHA renewed the partnership agreement with UAW/Ford/ACH.

### Partnerships Completed in FY 2017

- Lakewood Construction – The Calendonina High School South Campus Building in Caledonia, Michigan was completed in October of 2017.
- Wolverine Building Group – The Skyvue Project in Lansing, Michigan was completed in September of 2017.
- Barton Malow Construction Services – The Holland Energy Park project in Holland, Michigan was completed in July of 2017.
- Walsh Construction – The project at the existing wastewater treatment plant in Ann Arbor was completed in July of 2017.
- O'Brien Edwards-Brinkman Joint Venture – The project at the Orleans Landing – Rivertown was completed in June 2017.

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- Walbridge Construction – The project at Michigan State University in East Lansing was completed in August 2017.

### Alliances

In December 2003, MIOSHA established a program to encourage formal alliances between MIOSHA and a variety of organizations. Alliances are a formal agreement between MIOSHA and an organization or employer committed to workplace safety and health. An alliance provides the opportunity for MIOSHA to partner with organizations to reach out, educate, and to encourage improvements in workplace safety and health.

MIOSHA has the following alliances:

- American Society of Safety Engineers (ASSE) – Greater Detroit Chapter, West Michigan Chapter, and Lansing Chapter
- Associated Builders and Contractors (ABC), Greater Michigan Chapter, Southeastern Michigan Chapter, Western Michigan Chapter, and ABC of Michigan
- Associated General Contractors (AGC) Michigan Chapter
- Central Michigan Manufacturing Association (CMMA), Safety Special Interest Group (SIG)
- Construction Association of Michigan (CAM)
- Macomb Community College (MCC)
- Manufacturing Technology Mutual Insurance Company (MTMIC)
- Michigan Assisted Living Association (MALA)
- Michigan Green Industry Association (MGIA)
- Michigan Laborers Training & Apprenticeship Institute (MLTAI)
- Oakland University
- Operating Engineers Local 324 Journeyman & Apprentice Training Fund, Inc.
- Precision Metalforming Association (PMA) and West Michigan Districts
- University of Michigan - Center for Occupational Health and Safety Engineering (COHSE)

### Other Significant Activities

#### Significant Cases

1. On December 14, 2016, the General Industry Safety and Health Division issued citations with penalties totaling \$262,600 to Bosal Industries Georgia, Inc. The penalty is a result of a complaint inspection with 8 serious, 6 repeat serious, 3 other-than-serious and 2 repeat other-than-serious violations.
2. On March 21, 2017, the General Industry Safety and Health Division issued citations with penalties totaling \$137,600 to Neapco Drivelines, LLC. The penalty is a result of three inspections (two complaints and one reinspection) with a total of in 13 serious, 7 repeat serious, 9 other-than-serious and 6 repeat other-than-serious violations.

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3. On April 27, 2017, the General Industry Safety and Health Division issued citations with penalties totaling \$222,000 to Sunset Tree Service. The penalty is a result of two follow-up inspections with a total of six failure-to-abate citations and six willful-serious violations. A cease operations order was also issued.
4. On May 17, 2017, the General Industry Safety and Health Division issued citations with penalties totaling \$116,000 to Brass Aluminum Forging Enterprises, LLC. The penalty is a result of two inspections (a complaint and companion inspection) with a total of eight serious, four repeat-serious, and five other-than-serious violations.
5. On June 8, 2017, the General Industry Safety and Health Division issued citations with penalties totaling \$263,000 to AJM Packaging Corp. The penalty is a result of three inspections (two employer-reported referrals and one complaint) with a total of two serious, one repeat-serious, four willful-serious, and four other-than-serious violations. The complaint inspection qualifies for the MIOSHA Severe Violator Enforcement Program due to one willful violation and one repeat violation based on high-gravity serious violations related to amputation hazards.
6. On June 28, 2017, the General Industry Safety and Health Division issued citations with penalties totaling \$118,500 to Walbro, LLC. The penalty is a result of an inspection with eight serious, three repeat-serious and six other-than-serious violations.
7. On September 12, 2017, the General Industry Safety and Health Division issued citations with penalties totaling \$109,600 to SET Enterprises, Inc. The penalty is a result of two inspections (a complaint and a reinspection) with six serious, three repeat-serious, and two other-than-serious violations.

### Michigan Industrial Ventilation Conference

The 66th Annual Industrial Ventilation Conference was held on February 8 through 17, 2017. Each year MIOSHA sponsors this nationally recognized conference with the help of experts from across the U.S. and Canada who provide instruction on the design, construction, use, and testing of industrial ventilation systems. CET Division staff worked with Michigan State University, the Lansing Area Safety Council, and 25 additional instructors to make sure the conference was a great learning experience for the students. This year's conference had 95 attendees. Another 64 individuals attended two optional workshops addressing combustible dust and troubleshooting of industrial ventilation systems. A review of the conference evaluations shows that the conference was an overwhelming success.

### Website Improvements

During FY 2017, MIOSHA used the website to provide timely access to information supporting our strategic goals including:

- Updated the [CET Grant Page](#) for FY2017
- Added two new PowerPoints handouts to the website on Health Hazards in the Nail Salon Industry. ([English](#) and [Vietnamese](#))



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- Added MIOSHA Fatality Hazard Alert: [Tree Trimming](#)
- Added a new General Industry Fact Sheet, “[Electroplating – Automated Hoist/Transfer System](#)”
- Added the new [Fall Prevention Campaign](#), “Stop Falls. Save Lives.” webpage and materials to the website. Created a new redirect.
- Added a new [silica PowerPoint](#) program to the website.
- Added a new [Sample Written Silica Exposure Control Plan](#) to the website.
- Added the 2017 [Take a Stand Day flyer](#) to the website.
- Added a [new silica topic page](#) the website.
- Revised the [CET RCA webpage](#).
- Added the [Comcast Newsmakers Interview with MIOSHA Director](#) to the homepage.
- Added a new Construction Fact Sheet, “[Crystalline Silica Exposure for Construction and General Industry](#)”
- Added a link to the [Archived Fatalities](#) to the Recordkeeping page.
- Created a PDF of pictures from the [MTI Co-sponsor Meeting](#).
- Added a new brochure to the website, [Safety and Health Programs](#) (CET-0107)

The webpage can be viewed at [www.michigan.gov/miosha](http://www.michigan.gov/miosha).

## MIOSHA Awards

### Michigan Voluntary Protection Program for Construction (MVPPC)

MIOSHA has long recognized the value of cooperative efforts by employers, employees, and government agencies to reduce hazards and strengthen worker protection. The Michigan Voluntary Protection Program (MVPP), which recognizes employers and employees who have established effective safety and health management systems, has been particularly successful. However, the MVPP was designed primarily for fixed workplaces, and most businesses within the construction industry have not been able to participate. Representatives of MIOSHA Administration, Construction Safety and Health Division (CSHD) and CET Division have worked with leading construction trade associations, labor organizations, and employers to find ways to adapt the MVPP model to the unique characteristics and challenges of the construction industry. In collaboration with labor and industry, MIOSHA designed the MVPPC. The MVPPC program was launched in 2009. In FY 2010, the first construction company qualified for the MVPPC Star Award was Walbridge (Couzens Hall Project), Detroit, followed by Holly Construction Company, Belleville.

### MVPPC Star Companies

Updates can be found at [www.michigan.gov/myppc](http://www.michigan.gov/myppc)

- Walbridge, Couzens Hall Project, Detroit – Star Award: August 25, 2010; Continued Star Award for Alice Lloyd Hall Project: July 21, 2011; Designated Geographical Area (DGA) Star: August 14, 2012, Reevaluation Approval: November 2, 2015
- Holly Construction Company – Rising Star Award: September 14, 2010; Star Award:

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March 8, 2013; Reevaluation Approval: April 4, 2017

### MVPPC Rising Star Company

- Walbridge Ford Dearborn Campus, Dearborn – Rising Star Award: June 12, 2017

### Michigan Voluntary Protection Programs (MVPP) Star Companies Updates can be found at [www.michigan.gov/mvpp](http://www.michigan.gov/mvpp)

Star sites are available to mentor other companies that have an interest and desire to improve their safety and health management system. Mentors inform, counsel, train, provide tours, and assist other establishments with reducing injuries and illnesses, and strive to achieve excellence in safety and health through the MVPP.

- Occidental Chemical Corporation, Ludington Plant (formerly Dow Chemical) – Star Award: October 10, 2002; Reevaluation Approval: January 17, 2006, July 28, 2009, October 8, 2012, and May 24, 2016
- Verso Paper Quinnesec Mill, Norway – Star Award: March 26, 2001; Reevaluation Approval: March 9, 2005, October 23, 2008, October 10, 2011, and August 31, 2015
- Johnson Technology, Inc., Latimer Plant, Muskegon – Rising Star: November 27, 2002; Star Award: March 10, 2003; Reevaluation Approval: February 16, 2007, November 23, 2010, and March 24, 2014
- Huntsman Polyurethanes, Auburn Hills – Rising Star Award: August 7, 2002; Star Award: February 27, 2004; Reevaluation Approval: June 11, 2007, February 3, 2011, and June 1, 2015
- Johnson Technology, Inc., Norton Shores – Rising Star Award: November 26, 2003; Star Award: April 14, 2004; Reevaluation Approval: January 23, 2007, November 23, 2010, and March 29, 2014
- DTE Energy, Fermi 2, Newport – Star Award: May 7, 2004; Reevaluation Approval: August 15, 2007, September 3, 2010, and February 19, 2014
- Arconic, Whitehall Operations – Star Award: May 7, 2004; Reevaluation Approval: September 4, 2007, October 6, 2010, and April 3, 2014
- Atlantic Packaging Converting & Distribution Center, Sturgis – Star Award: February 10, 2005; Reevaluation Approval: August 25, 2008, October 26, 2011, and November 5, 2015
- Georgia-Pacific Corrugated, Albion – Star Award: July 28, 2005; Reevaluation Approval: October 23, 2008; Conditional Approval: January 10, 2012
- Georgia-Pacific, Beaver Creek Resin Plant, Grayling – Star Award: May 10, 2007; Reevaluation Approval: May 13, 2011 and July 28, 2014
- Herman Miller, Midwest Distribution, Holland – Star Award: December 22, 2006; Reevaluation Approval: June 11, 2009, November 20, 2012, and December 23, 2014
- DTE Energy, River Rouge Power Plant, River Rouge – Rising Star Award: October 16, 2009; Star Award: February 29, 2012; Reevaluation Approval: July 28, 2016
- SUEZ, Wixom Waste Water Treatment, Wixom – Rising Star Award: March 10, 2009; Star Award: September 27, 2012; Reevaluation Approval: November 13, 2015
- Monsanto Company, Constantine – Star Award: December 4, 2007; Reevaluation

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Approval: January 27, 2011, and May 10, 2016

- Pfizer Global Manufacturing, Kalamazoo Operations – Star Award: March 31, 2008; Reevaluation Approval: November 2, 2011 and November 25, 2014
- Dow Corning Corporation, Auburn Site – Star Award: April 2, 2008; Reevaluation Approval: May 24, 2011 and June 19, 2014
- DTE Energy, Milford Compressor Station/Michcon, Milford – Star Award: April 17, 2008; Reevaluation Approval: December 13, 2011 and April 6, 2015
- Herman Miller, Inc., Main Site, Zeeland – Star Award: July 17, 2008; Reevaluation Approval: August 3, 2011, December 23, 2014, and May 24, 2016
- Marathon Petroleum Company, Detroit Refinery, Detroit – Rising Star Award: April 7, 2009; Star Award: July 28, 2010
- Michigan Packaging Company, Mason – Rising Star Award: September 10, 2010; Star Award: January 29, 2013
- Potlatch Land & Lumber, Gwinn – Rising Star Award: November 8, 2010; Star Award: February 8, 2013; Reevaluation Approval: December 20, 2016
- Herman Miller, Inc. Hickory Facility, Spring Lake – Star Award: January 20, 2012; Reevaluation Approval: September 1, 2016
- Albemarle Corporation – Rising Star Award: April 20, 2012; Star Award November 21, 2014
- Marathon TT&R, North Muskegon Terminal – Star Award: July 11, 2016
- Eaton Aerospace, LLC, Grand Rapids – Star Award: June 12, 2017.

### Michigan Voluntary Protection Programs (MVPP) Rising Star Company

- Cintas Cleanroom Resources – Location K15, Westland – Rising Star Award: April 4, 2017.

### Michigan Safety and Health Achievement Recognition Program (MSHARP)

Companies Updates can be found at [www.michigan.gov/msharp](http://www.michigan.gov/msharp)

- Alco Tec Wire Corporation, Traverse City – Award Date: September 5, 2006; Recertification: June 3, 2008, March 17, 2011, and April 29, 2015
- Steel Industries, Plant 3, Heat Treating Complex, Redford Township – Award Date: June 11, 2010; Recertification: June 9, 2014
- Midwest International Standard Products, Inc., Charlevoix – Award Date: May 12, 2008; Recertification: November 20, 2010, October 27, 2014, and September 27, 2016
- Arnold Center Incorporated, Midland – Award Date: May 14, 2009; Recertification: October 27, 2014
- Arnold Center Incorporated, Gladwin – Award Date: May 14, 2009; Recertification: March 15, 2013 and September 26, 2016
- AWTEC, Plymouth – Award Date: March 15, 2011; Recertification: October 20, 2014
- Glastender, Inc., Saginaw – Award Date: March 15, 2011; Recertification: June 9, 2014, Recertification: January 3, 2017
- Metal Sales Manufacturing Corporation, Bay City – Award Date: May 3, 2011; Recertification: May 4, 2015
- IHC, Inc., Detroit – Award Date: September 22, 2011; Recertification: May 27, 2015
- Columbian Logistics Network, Kentwood Campus, Grand Rapids – Award Date: May 2,

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2013; Recertified: January 4, 2016

- Columbian Logistics, ABG Division, Grand Rapids – Award Date: September 22, 2014
- Aria Energy (Pine Tree Acres Facility), Lenox – Award Date: February 20, 2015; Recertification: August 22, 2017
- Astech Inc., Vassar– Award Date: May 18, 2015
- NuCon Corp., Livonia – Award Date: February 4, 2015; Recertification: June 2, 2017
- Fortis Solutions Group LLC, Wixom – Award Date: January 4, 2016

### CET Awards (Last 5 Years)

#### **CET Silver Awardees**

Cintas Corporation #354

Cintas Corporation #724

#### **Effective Date**

May 2012

May 2012

#### **CET Gold Awardees**

Royalton Manor

Shape Corp., Light Corp, Grand Haven

Shape Corp., Comstock Facility, Grand Haven

Merrill Aviation and Defense, Saginaw

Marathon Petroleum Company LP

SKF USA, Inc.

Belle River Power Plant

Berkley Screw Machine Product

#### **Effective Date**

May 2017

July 2016

July 2016

October 14, 2013

February 2013

February 6, 2013

August 2012

June 2012

#### **CET Bronze Awardees**

Kerkstra Precast, Grandville

Rousch Industries, Plymouth

Detroit Thermal, Inc.

Bosco's Pizza Company

Circuit Controls Corporation

Bluewater Thermal Solutions

#### **Effective Date**

July 2016

July 2016

March 2013

February 2013

October 2012

September 2012

#### **MIOSHA Ergonomic Success Awardees**

Royalton Manor, Saginaw

SECTION 6 – Communication Accomplishments FY 2017

#### **Effective Date**

April 2014

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### FY 2017 MIOSHA Comprehensive FAME Report

#### SECTION 6 – Communication Accomplishments FY 2017

##### **MIOSHA News**

The MIOSHA News is a quarterly publication of the Michigan Occupational Safety and Health Administration (MIOSHA). The purpose is to educate Michigan employers and employees about workplace safety and health. The newsletter covers a wide range of safety and health information and the benefits of protecting workers, with special emphasis on Strategic Plan goals and objectives.

Four electronic issues of MIOSHA News were circulated this fiscal year to more than 20,195 online subscribers. All past issues of the MIOSHA News are available on our website at [www.michigan.gov/mioshanews](http://www.michigan.gov/mioshanews).

##### **MIOSHA eNews**

The MIOSHA eNews is an electronic newsletter that is emailed out via GovDelivery the first Tuesday of every month to more than 20,195 subscribers.

MIOSHA also reaches an additional 16,230 customers regarding Consultation Education and Training (CET) Division events and the MIOSHA Training Institute (MTI). Since the start of FY 2017, MIOSHA's number of subscribers to the newsletters, events and MTI grew by more than 1,038.

##### **Press Material**

Press releases and media advisories are disseminated to the media and trade publications to provide valuable, public information that is relevant to employer and employee communities. MIOSHA settlement agreements and other substantial compliance activities are also communicated, as necessary. Events are planned for significant activities, such as MIOSHA cooperative programs and awards; special seminars or conferences; and other outreach activities. These events may feature the Michigan Department of Licensing and Regulatory Affairs (LARA) director, LARA deputy director, MIOSHA director and other MIOSHA officials to enhance the newsworthy aspects of the events. Many of the press releases and events received media coverage. The advisories and press releases are available on the MIOSHA website at [www.michigan.gov/mioshanewsreleases](http://www.michigan.gov/mioshanewsreleases).

In FY 2017, MIOSHA issued 26 press releases and/or media advisories:

- 9/27/17– Eaton Aerospace Receives MIOSHA's Highest Recognition Award for Workplace Safety and Health
- 9/21/17– MIOSHA and Oakland University Form Alliance to Foster Growth of Workplace Safety and Health Occupations
- 9/20/17 – Court Orders Bay City Landscaper to Stop Operations following MIOSHA Order
- 8/22/17– MIOSHA Training Institute Celebrates 10th Anniversary
- 8/17/17 – Cintas Cleanroom Resources in Westland Awarded Rising Star Award for Workplace Safety and Health
- 8/4/17 – NuCon Corporation in Livonia Again Recognized by MIOSHA for Excellence in Workplace Safety and Health

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- 7/26/17 – Holly Construction Again Recognized as "Best of the Best" in Workplace Safety and Health
- 6/22/17– AJM Packaging Corporation in Taylor Fined \$263,000 by MIOSHA for Amputation Hazards
- 6/15/17– MIOSHA Presents Its Prestigious Gold Award to Royalton Manor Skilled Nursing Center in St. Joseph, MI
- 5/16/17– Worker Safety Event at New Little Caesars Arena Highlights Fall Prevention
- 5/16/17 – Stand-Down Event Focuses on Fall Prevention and Worker Safety at Little Caesars World Headquarters Campus Expansion in Detroit
- 5/12/17 – Michigan Workers and Employers Stand-Down with MIOSHA to Prevent Falls in Construction
- 5/1/17– MIOSHA Issues Cease Operations Order Against Bay City Landscaping Company
- 5/1/17– Gov. Snyder Proclaims May Workplace Falls Awareness Month
- 4/4/17– New Skilled Trades Law Streamlines Licensing, Protects Consumers
- 4/4/17 – MIOSHA Talks Worker Safety with Employers and Workers Over Coffee
- 3/2/17– AGC of Michigan and MIOSHA Continue Alliance to Protect Workers
- 2/9/17– Westwind Construction, TraverseCONNECT and MIOSHA Partner to Safeguard Workers on Traverse City Multi-Family Residential Project
- 2/3/17–Two Michigan Companies Again Recognized by MIOSHA for Outstanding Workplace Safety and Health
- 12/21/16 – Ypsilanti Manufacturer Cited for MIOSHA Violations Totaling \$265,600 in Proposed Penalties
- 12/15/16 – Skanska Closner and MIOSHA Partner to Protect Workers During Construction of New Marquette Hospital
- 12/14/16 – MIOSHA and Skanska Closner Invite Media to Marquette Hospital Partnership Signing
- 11/23/16 – Herman Miller Receives Renewed 'Star' Workplace Safety and Health Status
- 10/27/16 – MIOSHA Urges Safety to Prevent Tree Trimming Fatalities
- 10/20/16 –Two Northern Michigan Companies Again Recognized; for Exemplary Workplace Safety
- 10/11/17– Nonprofits Receive \$865,000 in MIOSHA Grants for Worker Protection

### Outreach

MIOSHA conducted 2,609 employer and employee safety and health consultations, which included the promotion of MIOSHA CET Division services on and off-site field consultations and follow-ups.

As part of the “Connecting MIOSHA to Industry” initiative, the Agency held six “Coffee with MIOSHA” events in FY 2017 to provide an informal opportunity for employers and workers to meet with MIOSHA representatives (consultative and enforcement) to ask questions, obtain information on program services and resources, learn about MTI opportunities, and establish rapport. “Connecting MIOSHA to Industry” is a multi-year project to enhance customer service and program effectiveness. In line with LARA’s philosophy of being “customer driven, business minded,” the project focuses on increased communication, coordination, and outreach throughout the MIOSHA

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program. The goal is to ensure that MIOSHA interventions are educational, informative, and useful whether conducted by consultation or enforcement staff.

MIOSHA hosted two temporary worker symposiums in FY2017. The symposiums were held to help reduce the number of worker injuries, illnesses, and fatalities with the temporary worker population by helping temporary staffing agencies recognize and understand their responsibilities as joint employers. Sixty-seven people attended the October 2016 event in Midland and 65 attended the May 2017 event in Troy.

MIOSHA launched a comprehensive public service campaign **Stop Falls. Save Lives**, and website: [www.michigan.gov/stopfalls](http://www.michigan.gov/stopfalls) to help prevent fall-related injuries and fatalities in the workplace.

Michigan's Gov. Rick Snyder declared May as Workplace Falls Awareness Month; and MIOSHA, along with the Christman Construction Company hosted a *Stand Down for Fall Prevention* event at the site of the Little Caesars World Headquarters Campus Expansion in Detroit as part of the National Safety Stand- Down to Prevent Falls in Construction week, May 8-12, 2017.

MTI celebrated its 10th anniversary in August with an event recognizing the 29 co-sponsors of the program; including 14 who have been with MTI all 10 years. To date, more than 24,000 people have participated in MTI training, with nearly 1,059 earning level one certificates for general industry and construction, and approximately 276 earning level two certificates for management systems and compliance. Additionally, 70 occupational health certificates have been awarded. MIOSHA provides scholarships to those interested in attending the MTI to help with the cost of tuition. More than \$310,000 for 5,210 scholarships have been awarded to MTI students. Classes are taught entirely by MIOSHA CET Division consultants.

MIOSHA and Oakland University formed a first-of-its kind alliance establishing the *MIOSHA Training Institute (MTI) to Bachelor of Science in Environmental Health and Safety Degree Program*. The new program is available to those who have a MTI Level 2 Safety and Health Management Systems (SHMS) certificate. These individuals will be granted 11 Environmental Health and Safety (EHS) credits through a course competency by examination process to satisfy part of the minimum course requirements toward the EHS Bachelor of Science degree. The alliance will enhance the ever-changing field and technological advancements of environmental health and safety and gives those employed in the field an opportunity to work toward degree completion while learning the latest practices and procedures.