

## Director's Corner

Bart Pickelman, CIH, Director



This year marks the 45th anniversary of the MIOSHA Program and we have a lot to celebrate.

Michigan employers have made great strides in lowering workplace fatalities. For example, in 1977 (the earliest year records are available) 115 Michigan workers lost

their lives in MIOSHA-covered workplace deaths. In 2019 we had 35 MIOSHA-related workplace deaths.

Another move in the right direction is the injury and illness rates in Michigan. In 1977, the Michigan rate was 9.0 cases per 100 workers. The injury and illness rate for the calendar year 2018 was recently released by the U.S. Bureau of Labor Statistics. From 2017 to 2018, the rate fell from 3.3 cases per 100 workers per year to 3.1. Using Michigan's roughly five million workers, the 0.2 case decline per 100 workers represents **10,000 less injuries and illnesses** per year to Michigan workers. **Incremental changes have significant real impact.**

The Michigan Department of Labor and Economic Opportunity (LEO) recently established a new Labor Division. The new LEO Labor Division oversees MIOSHA as well as the Wage and Hour Program and the Workers' Disability Compensation Agency. This will enable MIOSHA to work more collaboratively to keep workers safe and make sure they receive the benefits they are entitled to.

We look forward to working with you in 2020.



## Safety Training Again?

Chris Johnson, Occupational Safety Consultant  
Consultation Education and Training (CET) Division

Old videos, dull PowerPoints, the same script year after year. Sound familiar? Creating effective safety and health training can be challenging. If you find your safety training boring to present, your employees probably find it boring and disengaging as well. Trying to compete with distractions, attention spans and our work environments can be a challenge.

Effective training is a large part of a quality safety and health management system. Most MIOSHA standards require training in one form or another. In order to meet those requirements, some employers throw in a video or click through a presentation, checking the necessary boxes.

While instructors are really good at thinking about why training is needed from the management perspective, it is much more important to consider what is important to the learner. When you think about the employees needs, you can then develop a training that meets their specific needs.

Get your learners involved. Ask questions regarding issues or solutions. If they don't promptly answer, stay silent (it's as awkward for them as it is for you). Eventually they start to talk. When learners give some input, others tend to listen, and some great conversations can be the result. This is truly important, especially with rules that may be confusing for some to understand.

The internet gives us so many opportunities and resources to be creative with our trainings. Images of potential injuries, bad/good practices, homemade safety training videos, manufacturer's websites, YouTube videos and trainings

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## Safety Training Again? *(continued)*

Chris Johnson, Occupational Safety Consultant, CET Division

from MIOSHA/OSHA and their grantees are a few of the available possibilities. MIOSHA provides safety training videos through a [lending library](#), as well as a [streaming service](#) with video options in English and Spanish.

The MIOSHA CET Division is available to come on site and offer free trainings on a range of topics. This works well as a guest speaker opportunity, as well as adding some variety to your training sessions.

While safety training is a requirement, it is vital when it comes to keeping your most valuable assets, your employees, safe. Companies normally have a limited amount of time to conduct training, so it's imperative that we do our best to make sure training is accurate, efficient and engaging.

Contact the CET Division at 517-284-7720 to request training.



## MIOSHA Training Institute (MTI)

Gloria Keene, MTI Program Coordinator, CET Division

The MTI certificate program offers participants an opportunity to be recognized for their educational efforts and increased technical expertise. There are six certificate programs — General Industry Safety and Health, Construction Safety and Health, MIOSHA Compliance for General Industry, MIOSHA Compliance for Construction, Safety and Health Management Systems and Occupational Health.

Paul Crivac, Safety Director of Three Rivers Corporation located in Midland, Michigan, is the first person to have completed all six MTI certificates. Mr. Crivac earned these certificates between 2009 and 2013. This achievement is an enormous accomplishment that benefited the company, employees and community. Paul has utilized his training with Three Rivers Corporation and other area contractors by helping them implement safety training programs. Paul believes in a strong safety culture and works on updating best practices which provides protection to the company and employees. He also encouraged his safety team to pursue these MTI certificates, and the safety team members are in the process of completing the MTI certificate programs. Paul communicates what he has learned from the MTI programs at the weekly foremen tailgate meetings and in weekly safety communications.

“This program has helped reassure my confidence in my role as a safety professional. It has allowed me to have a good rapport with MIOSHA and connected me with some astonishing people in the industry. Because of this we have had some good conversations and shares of best practices in the industry which has facilitated us to thinking outside of the box on ways to do things better and safer,” said Paul.

Throughout this process, Paul has learned and collaborated on many things that affect the safety community and will continue to work on improving the safety culture in the Great Lakes Bay Region.



Paul Crivac at ABC of Greater Michigan in Fall 2019 accepting the award for Safety Professional of the Year.

## MVPP Best Practices — Monsanto Seed Corn

Doug Kimmel, MVPP Specialist, CET Division  
Jason Doehring, HES Technician, Monsanto Seed Corn, Constantine



*Monsanto — Constantine, MI*

The Monsanto (a Bayer subsidiary) seed corn manufacturing facility in Constantine, Michigan, was established in 1998 and has been a participant in the Michigan Voluntary Protection Program (MVPP) since 2007.

The MVPP Star is the highest safety award available from MIOSHA and is given to those sites that have demonstrated an exemplary safety and health management system. The implementation of best practices is integral to the MVPP continuous improvement process.

The facility contracts approximately 30,000 acres of seed corn and packages as many as 2.5 million bags of seed annually. The seed is grown in St. Joseph, Branch, Kalamazoo, Lagrange and Noble counties. After being harvested it is brought to the facility where it is dried, shelled, cleaned, treated, packaged and warehoused.

During the spring and fall, about half of those employed work in the fields. Planting in the spring and detasseling in the fall. In addition to being exposed to several hazards (heat exhaustion, pesticide exposure, powered farm machinery, slips/trips/falls, insects and motor vehicle incidents), many employees work alone or away from others.

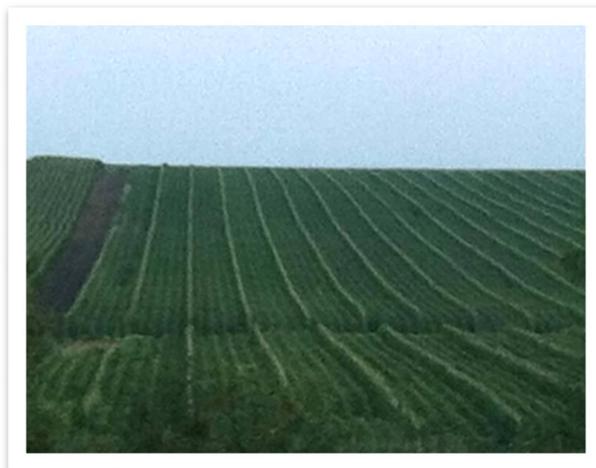
To address these hazards, the site has implemented several strategies including sign-in logs at every field entrance (over 400 each year). Along with a variety of other documents, the logs are kept in waterproof boxes and every employee entering the field is required to sign-in by entering their name, date and time of entrance. Employees must also sign out when they leave the field.

While this procedure has greatly reduced the risk for pesticide exposure and machinery contact, it does not fully address the hazard of working alone. Therefore, the Lone Worker Safety Program has been implemented.

During the season, employees may visit up to 30 fields a day. If someone were to sustain an injury or succumb to an illness and were not able to call for help, their situation may not be discovered until the end of the day. If an employee does not clock out, management will be alerted that they are potentially missing. It could then be an hour or more before they are located, based on their last sign-in on a field log.

Monsanto's Lone Worker Safety Program utilizes a safety monitoring application known as "Safety Line." The app is loaded onto the mobile device of each employee that may be working alone.

In the spring, at the beginning of a new year, the site Safety Supervisor sets up a program that includes every field employee's phone number(s), email(s), username(s) and password(s). Then, employees are divided into groups, usually no larger than 10. One member of each group is designated as the leader and another is assigned as co-leader.



*Typical Field*

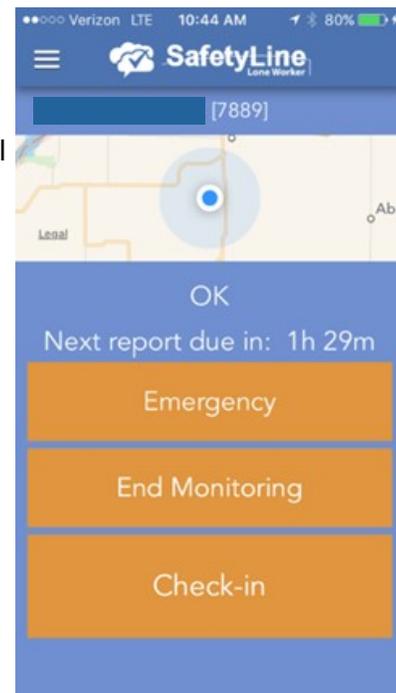
## MVPP Best Practices — Monsanto Seed Corn *(continued)*

Doug Kimmel, MVPP Specialist, CET Division  
Jason Doehring, HES Technician, Monsanto Seed Corn, Constantine

When an employee starts their day, they go into the app and select “Begin Monitoring.” After doing this, they are required to go back into the app every two hours and click on “Check-In.” If an employee has not checked in within five minutes of their designated time, the team leader is automatically notified via a call from the system. If the lead does not respond to the call within ten minutes, the co-lead is automatically notified.

If the missing employee is located and found to be okay, the lead and/or co-lead go into the app and acknowledge the alarm. If the leads have trouble contacting the employee, they can go into the app and view the GPS coordinates of the employees last check-in and begin searching.

An injured or ill employee can also use the app to notify others by clicking on, “Panic Emergency,” or they can simply shake the mobile device and the group leader will be notified and can view the employees last GPS coordinates and begin a response.



SafetyLine App

## CET Grant Program — Ergonomics Job Analysis and Training for Small and Medium Sized Michigan Businesses

Sheryl S. Ulin, Ph.D., CPE  
The University of Michigan, Center for Ergonomics

Low back injuries, carpal tunnel syndrome, tendonitis and other musculoskeletal disorders are a major cause of disability and workers' compensation. Musculoskeletal disorders are the leading reason for days away from work. In 2017, they accounted for 34% of all injury and illness cases in the United States that required days away from work (31% in Michigan). Reducing musculoskeletal disorders among Michigan workers is a strategic goal of MIOSHA. Through the CET Grant Program, the University of Michigan Center for Ergonomics has partnered with MIOSHA to provide Michigan employers and workers information and procedures that can be used to identify and control conspicuous ergonomic workplace risk factors of musculoskeletal disorders.

Large corporations with health and safety professionals and engineers with ergonomics knowledge often work collaboratively to design workplaces, tools and equipment and institute procedures for ergonomic job design. Recently, I was asked, “Is ergonomics new?” by a human resources professional from a small company. Ergonomics principles for job analysis and design weren’t commonly known or used by her company. Small companies frequently rely on external resources to address ergonomic issues and for ergonomics training. Consequently, the MIOSHA CET Grant provides the opportunity for University of Michigan representatives to work with these companies to transfer ergonomics knowledge, job design principles, recommendations for workplace interventions, and strategies for developing a comprehensive safety and health management system that includes ergonomics. Additional information on this program can be found at: <https://cohse.umich.edu/continuing-education/ergonomics-training/>.

Commonly reported occupational or ergonomic risk factors associated with musculoskeletal disorders include repetitive and static exertions, forceful exertions, awkward postures, localized stress concentrations, vibration and

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## CET Grant Program — Ergonomics Job Analysis and Training for Small and Medium Sized Michigan Businesses *(continued)*

Sheryl S. Ulin, Ph.D., CPE  
The University of Michigan, Center for Ergonomics

temperature extremes (Armstrong, 1989). Ergonomic job analysis can be used to identify work-related risk factors and guide analysts in designing work that reduces or eliminates worker exposure to these risk factors. A variety of ergonomic job analysis methods are available and range from observational techniques such as checklists to complex software and instrumentation. A YouTube Channel, [C4E TV](#), contains observational ergonomic job analyses from a variety of industries. Recommendations for reducing worker exposure to work-related risk factors of musculoskeletal disorders are included at the end of each video. These case studies can be used in safety training programs and discussions about ergonomics job analysis and workplace changes.

Examples of work-related risk factors associated with the development of musculoskeletal disorders are illustrated below.

**Repetitive and Static Exertions.** A repetitive job can be defined as a task in which the worker performs the same acts or motions over and over again. Examples of repetitive jobs include entering data into a computer, assembling products on an assembly line, or loading food onto trays. Sustained exertions are found whenever a body part must maintain the same position throughout each work cycle or for prolonged time periods.

		
Repeated exertions to continuously load parts into the welder.	Repeated and sustained exertions to type and to hold hands above the keyboard while typing.	Repeated exertions and continuous sustained neck flexion (forward bending) to paint and scrape ceramic products.

**Forceful Exertions.** Forceful exertions exist in nearly every work task and the intensity of the forceful exertion varies based on job requirements. Examples of forceful exertions are tasks in which the worker is required to move, lift, lower, push, pull, slide, connect, or secure work objects. Additional examples including using a hand tool or holding objects against gravity or against reaction forces from another work object or tool.

		
Forceful exertions are required to cut and position plants using a knife (scalpel) and tweezers (forceps).	Forceful exertions are required to lift the box of aluminum siding (60 pound load and box length is 144 inches).	Forceful exertions are required to push the cart containing books.

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## CET Grant Program — Ergonomics Job Analysis and Training for Small and Medium Sized Michigan Businesses *(continued)*

Sheryl S. Ulin, Ph.D., CPE  
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**Posture Stress.** Posture stress is associated with body joint movements away from a neutral position that stretch the muscles, soft tissues and nerves. The amount of time spent in an awkward position and the amount of deviation from a neutral position coupled with the force being applied in that awkward position combine to increase the potential damage of awkward postures.

		
Torso flexion (forward bending), elevated and extended arms and forearm pronation to manipulate the machine controls.	Neck extension (backwards bending) to monitor die cutter operations.	Wrist deviation (sideways bending) while pounding clay with the mallet.

**Localized Contact or Mechanical Stress.** Contact stresses are produced when body part soft tissues come into contact with hard or sharp objects, such as tools, parts and work surfaces. The level of these stresses is related to the contact force and the area of contact.

		
Localized contact stress between the forearm and the sink edge and between the torso and the countertop edge.	Localized contact stress between the fingers and the scissors while cutting the oil filter.	Localized contact stress between the elbow and desk edge when reading text on the computer monitor.

### References:

1. Armstrong, T. J. (1989). Ergonomics and cumulative trauma disorders of the hand and wrist. Hunter-Schneider-Mackin-Callahan (Eds.), *Rehabilitation of the hand: Surgery and therapy. Third edition* (pp. 1175 - 1191).
2. Bureau of Labor Statistics, U.S. Department of Labor, November 8, 2018.

## High-Hazard Industry — Fabricated Metal Product Manufacturing

Matthew Macomber, CIH, Industrial Hygiene Specialist, General Industry Safety and Health Division (GISHD)

A MIOSHA investigation helped a tank manufacturing company reduce employee exposure to hexavalent chromium and welding fumes.

Hexavalent chromium [Cr(VI)] is one of the valence states (+6) of the element chromium. It is usually produced by an industrial process.



Cr(VI) is known to cause cancer. In addition, it targets the respiratory system, kidneys, liver, skin and eyes. Chromium metal is added to alloy steel to increase hardenability and corrosion resistance. A major source of worker exposure to Cr(VI) occurs during "hot work" such as welding on stainless steel and other alloy steels containing chromium metal. (OSHA Hexavalent chromium topic page [www.osha.gov/SLTC/hexavalentchromium/index.html](http://www.osha.gov/SLTC/hexavalentchromium/index.html))

Workplace exposure to hexavalent chromium may cause the following health effects: lung cancer in workers who breathe airborne hexavalent chromium; irritation or damage to the nose, throat, and lung (respiratory tract) if hexavalent chromium is breathed at high levels; and irritation or damage to the eyes and skin if hexavalent chromium contacts these organs in high concentrations. (OSHA Hexavalent Chromium Fact Sheet, Health Effects of Hexavalent Chromium [www.osha.gov/OshDoc/data/General\\_Facts/hexavalent\\_chromium.pdf](http://www.osha.gov/OshDoc/data/General_Facts/hexavalent_chromium.pdf))

An estimated 558,000 U.S. workers are exposed to airborne Cr(VI) compounds in the workplace. Some of the industries in which the largest numbers of workers are exposed to high concentrations of

airborne Cr(VI) compounds include electroplating, welding and painting. An estimated 1,045,500 U.S. workers have dermal exposure to Cr(VI) in cement, primarily in the construction industry [CDC, Criteria for a Recommended Standard Occupational Exposure to Hexavalent Chromium, 2013]. Welders are the largest group of workers potentially exposed to Cr(VI) compounds. Exposures to welders are dependent on several process factors, most importantly the welding process and shield-gas type, and the Cr(VI) content of both the consumable material and the base metal [Keane et al. 2009; Heung et al. 2007; EPRI 2009; Meeker et al. 2010]. The exposure data associated with different welding processes has been reported [Shaw Environmental 2006; 71 Fed. Reg. 10099 (2006)].

In March 2016, an inspection was initiated at a facility in Gladwin, Michigan, based on a request from a MIOSHA safety officer who did a safety inspection at the workplace. The safety officer had three concerns – welding in a confined space, confined space operations and respiratory protection. The facility manufactured tanks, pressure vessels and equipment for a variety of industries. The facility used stainless steel for corrosion resistance and durability. Some of the materials had high chromium concentrations up to 22 percent. Employees welded and ground on the materials during the manufacturing process. Their exposures to air contaminants would increase when the welding was done inside of tanks. The production of a large tank can take up to 160 hours of which 10 hours was hot work done inside of the tank, according to the employer. During the inspection, several tanks were manufactured. One was a large stainless steel tank with Hastelloy fixtures and fittings. Another tank was made of low carbon steel that was not a significant source for hexavalent chromium. Several employees were monitored for their exposure to welding fumes and hexavalent chromium. The results indicated that a few employees were exposed to welding fumes and hexavalent chromium in excess of the permissible exposure limits (PELs).

The following serious violations were identified for which citations were issued:

### [OH Part 315, Chromium \(VI\) in General Industry](#)

#### **Citation 1 Item 1a:**

1910.1026(c): An employee was exposed to chromium (VI) in excess of the PEL.

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## Fabricated Metal Product Manufacturing *(continued)*

Matthew Macomber, CIH, Industrial Hygiene Specialist, GISHD

### Citation 1 Item 1b:

1910.1026(d)(1): The 8-hour time-weighted average (TWA) exposure for each employee exposed to chromium (VI) was not determined.

### Citation 1 Item 1c:

1910.1026(d)(4)(ii): An employee who was exposed to chromium (VI) in excess of the PEL was not provided a written notification of corrective action being taken to reduce their exposure.

### Citation 1 Item 1d:

1910.1026(k)(1)(i)(A): Medical surveillance was not made available for employees whose exposure to chromium (VI) was in excess of the action level (AL) and PEL.

### Citation 1 Item 2a:

1910.1026(e)(1): A regulated area was not established wherever an employee's exposure to chromium (VI) was in excess of the PEL.



### Citation 1 Item 2b:

1910.1026(f)(1)(i): Engineering and work practice controls were not used to reduce an employee's exposure to below the PEL.

### Citation 1 Item 2c:

1910.1026(l)(2)(i): Employees exposed to chromium (VI) in excess of the AL and PEL were not trained on contents of the Chromium (VI) standard and the medical surveillance program.

### Citation 1 Item 3a:

1910.1026(g)(2): A respiratory protection program was not instituted for employees who were exposed to chromium (VI) in excess of the PEL and were required to use respiratory protection.

### Citation 1 Item 3b:

1910.1026(h)(1): Employees' skin contact with chromium (VI) was not prevented.

### Citation 1 Item 3c:

1910.1026(h)(2)(i): An employee whose exposure to chromium (VI) was in excess of the PEL did not remove the contaminated protective clothing at the end of the work shift.

### Citation 1 Item 4a:

1910.1026(i)(2): The change rooms were not equipped with separate storage facilities for protective clothing and equipment and for street clothes to prevent cross-contamination.

### Citation 1 Item 4b:

1910.1026(i)(3)(i): Employee whose exposure to chromium (VI) was in excess of the PEL was not required to shower at the end of the shift.

### Citation 1 Item 4c:

1910.1026(i)(3)(ii): It was not ensured that employees who had skin contact with chromium (VI) washed their hands and faces at the end of the work shift and prior to eating, drinking, smoking or using the toilet.

### Citation 1 Item 4d:

1910.1026(i)(5): It was not ensured that employees did not eat, drink, smoke, and chew tobacco in regulated areas.

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## Fabricated Metal Product Manufacturing *(continued)*

Matthew Macomber, CIH, Industrial Hygiene Specialist, GISHD

### Citation 1 Item 4e:

1910.1026(j)(1)(i): It was not ensured that all surfaces such as lunch room, respirator storage areas, and locker rooms were maintained as free as practicable of accumulations of chromium (VI).

### Citation 1 Item 4f:

1910.1026(j)(2)(i): Surfaces contaminated with chromium (VI) were not cleaned by HEPA-filter vacuuming or other methods that minimized the likelihood of exposure to chromium (VI).

### [GI Part 301, Air Contaminants for General Industry](#)

### Citation 1 Item 5a:

325.51103(a)(iii): Two employees who were welding were exposed to welding fumes in excess of the PEL.

### Citation 1 Item 5b:

325.51105: Engineering and work practice controls were not first determined and implemented to reduce employee exposures to welding fumes.

### [GI Part 451, Respiratory Protection](#)

### Citation 1 Item 5c:

1910.134(a)(2): A respirator was not required to protect the health of employees whose exposure to welding fumes was in excess of the PEL.

### [OH Part 529, Welding Cutting and Brazing](#)

### Citation 1 Item 6a:

325.52910, Rule 10(3): Employees welded in confined spaces without the minimum required ventilation.

### [GI Safety Part 12, Welding and Cutting](#)

### Citation 1 Item 6b:

408.11213(5): An employee trained in rescue procedures was not stationed outside the confined space during welding operations.

### Citation 1 Item 6c:

408.11213(3): The air in the confined space was not tested with an approved device prior to entry.



The employer was concerned and decided to correct the violations and reduce employee exposures. However, the number of citations and the complexity of the standards cited were a little overwhelming. The employer contacted an industrial hygienist from MIOSHA's CET Division for abatement assistance. They created a written program for compliance with Chromium (VI) standard which included establishing regulated areas, installing the necessary changing facilities, establishing a medical monitoring program and performing the required medical testing. They developed a written program for welding operations in confined spaces and purchased the necessary equipment to ventilate and monitor the atmosphere during these operations. They evaluated local exhaust ventilation systems and purchased a unit with exhaust ventilation within the welding gun. The employer updated and implemented the respiratory protection program. It provided employees with powered air-purifying respirators (PAPRs) and conducted fit testing and medical evaluations on the employees. The facility, with the assistance from CET, conducted training on chromium (VI), respiratory protection and welding in confined spaces.

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## Fabricated Metal Product Manufacturing *(continued)*

Matthew Macomber, CIH, Industrial Hygiene Specialist, GISHD

On Nov. 1, 2019, a follow-up inspection was conducted by enforcement. The facility had reduced employees' Chromium (VI) exposure to within the PEL. The facility developed the procedures, processes and purchased equipment for welding in confined spaces. With the help of CET, the facility completed abatement for all the citations that were issued in the inspection and maintained compliance.

[DHHS \(NIOSH\) Publication No. 2013-128](#), Occupational Exposure to Hexavalent Chromium and [NIOSH HHER: HETA #2003-0114-2924](#) are also excellent resources on chromium (VI).

Fabricated Metal Product Manufacturing (NAICS 332) is one of the eight high-hazard industries targeted by MIOSHA for enforcement and outreach activities during fiscal years 2019-2023 because of high injury and illness rates in the industry. According to the 2018 U.S. Bureau of Labor Statistics data, the nonfatal occupational injury and illness incidence rate for NAICS 332 in Michigan was 4.9 compared to the average rate of 3.0 for all private industry in Michigan. MIOSHA activities include enforcement, training, publications, partnerships, and grant awards.

In the last three fiscal years, GISHD staff inspected 703 establishments in this NAICS (502 safety inspections, 201 health inspections) and identified a total of 2871 safety and health violations. The majority of the safety violations applied to [Part 85](#), [Part 1](#), [Part 92](#), [Part 39](#), [Part 33](#), [Part 21](#), [Part 11](#), [Part 26](#) and [Part 2](#), and the majority of health violations applied to [Part 451](#), [Part 315](#), [Part 380](#), [Part 472](#), and [Part 310](#).

MIOSHA's CET Division is available to employers so they may take steps voluntarily to correct hazards and comply with current safety and health regulations and practices. Employers can contact CET at 517-284-7720 for a free evaluation of their workplace.

## Partnerships, Alliances and Awards

### The State's Highest Safety and Health Rating Awarded to PotlatchDeltic Corporation for the Third Time

On Nov. 7, PotlatchDeltic Corporation's Lumber Mill in Gwinn, Michigan, received the Michigan Voluntary Protection Program (MVPP) Star Award approval for workplace safety and health excellence for a third time from the Michigan Occupational Safety and Health Administration (MIOSHA).

Two best practices that demonstrate this company's safety and health management system excellence:

- A company-wide campaign was implemented to address the number of injuries incurred due to improper lockout-tagout practices. The campaign includes monthly training, demonstrations, testimonials, games and "Lock-Out Before Work/ Test Before Touch" shirts for employees.
- Field staff is provided additional garments for insect protection and personal location devices to track staff working in remote locations.

The MVPP program was established to recognize employers with exemplary safety and health management systems that go above MIOSHA requirements, and is open to all Michigan employers. MVPP Star sites must have injury and illness incidence rates for each of the last three years below the industry average to be eligible for the award. The incidence rates at the Gwinn Lumber Mill exceed those standards.

PotlatchDeltic-Gwinn Lumber Mill has long maintained a strong commitment to environmental, health and safety practices and considers it an integral part of the company's business philosophy. PotlatchDeltic Gwinn Lumber Mill first received MVPP Rising Star status in 2010. The company's continuous improvement efforts and exceptional best practices have contributed to the achievement of a third renewal as an MVPP Star site.



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## Partnerships, Alliances and Awards *(continued)*

### MIOSHA Awards the Highest Recognition for Workplace Safety and Health to Cintas Fire Protection Facility

On Jan. 17, Cintas Corporation's Fire Protection facility in Troy, Michigan, received the Michigan Voluntary Protection Program (MVPP) Star award from the Michigan Occupational Safety and Health Administration (MIOSHA) for workplace safety and health excellence.

Cintas Fire Protection's best practices are:

- Management commitment – Cintas Fire Protection in Troy, MI has created a culture where management is actively involved in the safety and health management system and partner (employee) input is continually sought and incorporated whenever possible. Safety is the first priority and is a consideration in all decisions. Partners are encouraged to report unsafe conditions and are empowered to stop work if they are uncomfortable or feel that a condition or situation is unsafe. Additionally, the Cintas safety and health program is reviewed annually by the corporate executive safety counsel. Site managers are expected to lead, manage and care for the partners.
- Employee involvement – Employees (partners) have several opportunities, including debriefs, one-on-one's and "Safety Blitzes" to interact with and provide input to management. Other opportunities for involvement in the safety and health management include safety committees, hazard identification, submitting safety leads, incident investigations, conducting safety training, performing safety inspections, participating in the Safety Blitz Program and submitting safety best practices. Before any partner participates in any of these activities they are trained and prepared to do so.

## Nonprofits Receive \$870,000 in MIOSHA Training Grants for Worker Safety and Health

MIOSHA has awarded \$870,000 in CET grants to 20 nonprofit organizations — employer groups, labor organizations and others — for FY 2020. The CET grants are awarded annually on an open, competitive basis for the development and implementation of innovative and diverse safety and health training services, specifically to help support small and medium-sized business.

The training grants have a strong track record of increasing safety awareness in the workplace and continues to further MIOSHA's commitment to enhancing safety and health training and work practices that result in fewer injuries, illnesses and fatalities on worksites.

During the FY 2019 grant period, more than 20,000 employees attended training sessions funded by these MIOSHA training grants.

[View the full list of the FY 2020 CET grant projects and their descriptions.](#)

- AFL-CIO of Michigan
- Alpena Community College
- Associated General Contractors of Michigan
- Baker College
- Bay De Noc Community College
- Center for Workplace Violence Prevention, Inc.
- Eastern Michigan University Organization for Risk Reduction
- Emergency Services Rescue Training
- Great Lakes Safety Training Center
- Incompass Michigan
- Michigan Association of Chiropractors
- Michigan Green Industry Association
- Michigan Infrastructure and Transportation Association
- Michigan State University
- North Central Michigan College
- Parents for Student Safety Employment Standards
- Retail, Wholesale and Department Store Union
- United Auto Workers
- University of Michigan Center for Ergonomics
- Wayne State University

## Frequently Asked Questions

- Q. If I file a safety or health complaint, is my name kept confidential?
- A. A complaint must be signed by the employee or employee representative. However, the employee may request their name be kept confidential from their employer during the inspection. A place to mark this preference is provided on the complaint form. If submitting the complaint in the form of a letter, the writer should state their desire to have their name protected and not released to the employer.
- Q. How do I find out about the hazards of the chemicals I work with?
- A. You should receive training and information on the chemicals in your work area. Employers are required to maintain copies of safety data sheets (SDS) for chemicals used in the workplace. Employers are also required to post a notice advising employees how to access the SDS. If you have not received training, information, or you do not know how to access the SDS, ask your employer. You can also call MIOSHA toll-free at 800-TO-MIOSH (800-866-4674).
- Q. I believe there is an occupational hazard in my workplace. What can I do?
- A. Discuss the situation with your supervisor and employee representatives (if you are represented or have a health and safety committee process) to help determine if there is a hazard or if an occupational safety or health standard is not being followed. If the hazard exists and is not resolved by internal efforts, you can contact the nearest [MIOSHA office](#) to discuss the matter with a MIOSHA representative. You may file a written [complaint](#) with MIOSHA.

## Standards Update

Shannon Matsumoto, Program Manager, Technical Services Division (TSD)

**The following standards are in the process of being revised:**

- CS Part 14 Tunnels, Shafts, Caissons, and Cofferdams
- CS Part 632 Hazardous Waste Operations and Emergency Response
- CS Part 640 Beryllium in Construction
- GI Part 62 Plastic Molding

Watch the [MIOSHA standards webpage](#) for final versions once they are approved.

## Variations

Variations from MIOSHA standards are available to the public in accordance with Administrative Standards for All Industries, Part 12, Variations (R408.22201 to 408.22251). MIOSHA variations are published on the MIOSHA website: [www.michigan.gov/mioshavariations](http://www.michigan.gov/mioshavariations).



Mission:

To Protect the Safety and Health of Michigan Workers.

The MIOSHA News is a publication of the MIOSHA program.

Its purpose is to educate Michigan employers and employees about workplace safety and health. We encourage reprinting.

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Michigan Department of Labor and Economic Opportunity (LEO)

Michigan Occupational Safety and Health Administration (MIOSHA)

[www.michigan.gov/miosha](http://www.michigan.gov/miosha)

LEO is an equal opportunity employer/program.