MI SHA NEWS

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Needlestick Revisions

MIOSHA Announces Changes in its Bloodborne Pathogens Standard Intended to Reduce Needlesticks among Healthcare Workers Will Go into Effect Oct. 18, 2000

By: Jenelle Thelen, Industrial Hygienist
Consultation Education & Training Division

Given the dramatic number of needlestick injuries each year to healthcare professionals, estimated by federal OSHA at 600,000 to 800,000 annually, Congress unanimously passed the **Needlestick Safety and Prevention Act** on Nov. 6, 2000. The Act mandated revisions of federal OSHA's bloodborne pathogens standard and directed the agency to make these changes within six months.

On Jan. 23, 2001, the **Michigan Occupational Health Standards Commission** voted to adopt the federal amendments by reference. These amendments to the MIOSHA bloodborne infectious diseases standard were published in the Michigan Register on April 15, 2001, and are available online from the Michigan Office of Regulatory Reform at www.state.mi.us/orr/.

Changes in the MIOSHA bloodborne infectious diseases standard are intended to reduce needlestick injuries among healthcare workers and others who handle medical sharps, and will go into effect Oct. 18, 2001. The revisions clarify the need for employers to evaluate and select safer needle devices as they become available and to involve employees in identifying and choosing the devices. The updated standard also requires employers to maintain a log of injuries from contaminated sharps.

Healthcare professionals dedicate their careers to preserving lives, and yet they face a multitude of hazards on the job each day. One in seven of America's 5.6 million healthcare employees will experience a needlestick this year. Since 80 percent of the occupational exposures to blood occur through needlesticks, these injuries are of grave concern.

Preserving frontline healthcare workers' health was the focus of Congress when they passed the Needlestick Act. They recognized that good patient care goes hand-in-hand with good occupational protection for healthcare workers.

Summary of Revised Standard

The revised MIOSHA bloodborne standard obligates employers to consider safer needle devices when they conduct the annual review of their exposure control plan. Safer sharps are considered appropriate engineering controls, the best strategy for worker protection.

Involving frontline employees in selecting safer devices will help ensure that workers who are using the equipment have the opportunity for input into purchasing decisions. The new needlestick log will help both employees and employers track all needlesticks to help identify problem areas or operations.

The requirements for employers to protect workers from sharps injuries is not new–the original standard required employers to adopt engineering and work practice controls that would eliminate or minimize employee exposure

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Munson Medical Center staff at work on the Intensive Care Unit. Munson (Traverse City) initiated sharps evaluations in 1993, and is currently studying new devices for all units.

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Consumer and Industry Services

From the Bureau Director's Desk

A New Horizon: Bio Hazards and MIOSHA

By: Douglas R. Earle, Director
Bureau of Safety & Regulation

In 1993, the Occupational Health Standards Commission adopted the MIOSHA bloodborne pathogens standard. It is substantially the same as the federal OSHA bloodborne pathogens standard with some improvements.

Most employers who must comply with the bloodborne pathogens standard are associated with the healthcare industry. However, employers covered by the standard are more diverse than one might expect. In addition to direct healthcare workers, there are other employees who may reasonably anticipate exposure to bloodborne pathogens. These include employees of independent laboratories, nursing homes and adult foster care facilities, and academic and school employees who work in personnel units.

This is the first standard the MIOSHA program has adopted specifically covering biological hazards in the workplace, and is the only standard that applies directly to exposures to biological hazards. Indeed, MIOSHA standards for laboratories and personal protective equipment do not include within their scope protection from biological hazards.

Increasingly in our burgeoning healthcare industry and our technologically based society, we are seeing more evidence of exposure to biological hazards. Neither federal OSHA or the State Plans address these issues with specific standards or more generally applicable standards such as the hazard communication standard (worker right to know). Minnesota is the only State Plan State that specifically includes biological hazards in its hazard communication standard. OSHA and the other State Plan programs' hazard communication requirements apply only to chemical hazards, not biological hazards.

In industry today, biologically based products are being substituted for chemical products. This in turn increases the likelihood of worker exposure, and dramatically shifts exposures to hazards not specifically covered by OSHA or State Plan program standards. More must be done by industry and government programs to anticipate and reduce or eliminate these hazards.

MIOSHA Amends Bloodborne Standard

On Oct. 18, 2001, the new provisions of the MIOSHA bloodborne pathogens standard will go into effect. The history of these amendments is rather complex. For the past two years the Michigan legislature had considered directly amending the MIOSHA Act to provide for increased protection for healthcare workers exposed to sharps and needles.

Late in 2000, however, the United States Congress unanimously passed a law which directed federal OSHA to amend its bloodborne pathogens standard to enhance protection for exposed workers. The federal OSHA standard went into effect on April 18, 2001. Enforcement, however, was deferred until July 18, 2001. As with any federal OSHA standard, MIOSHA, as a State Plan State, is required to adopt the same provisions or at "least as effective as" changes as the federal standard. We have done so, and on Oct. 18, 2001, those changes will go into effect in Michigan. (See cover article for details.)

Significance of the Changes

The changes in the bloodborne standard **do not require** universal use of engineered sharps or needleless systems. The changes do provide that employers must consider safer needle devices as they conduct the annual review of their exposure control plan. Essentially, the changes also add some new definitions to the standard, new recordkeeping requirements, and require the employer to obtain information in assessing the need for needleless systems or engineered sharps from employees who utilize the equipment in their work responsibilities.

The key to the success of these changes is going to be how employers apply the information provided by employees to ultimately determine whether to utilize a needleless system or engineered sharps. MIOSHA will place a great deal of emphasis on this requirement in our outreach and compliance activities, by making certain that employers have sought and utilized employee input and recommendations. Failure to comply with these provisions will result in citations to employers for failing to conduct these assessments.

Our MIOSHA philosophy is to "educate before regulate." However, since the bloodborne pathogens standard has been in effect since 1993–we expect employers to make this transition to the new requirements expeditiously. Patience regarding compliance with these new requirements will be limited, compared to new MIOSHA standards changes.

The Future of Bio Hazards in the Workplace

I certainly am not an expert in biological hazards. Moreover, as noted, the MIOSHA program is limited in dealing with the issue of workplace biological hazards by several factors which include the lack of: 1) specific standards, other than the bloodborne pathogens standard; 2) staff expertise on the subject; and 3) general knowledge in the workplace of the potential presence of, or impact of, biological hazards and worker exposure.

With the potential for increasing exposure in our healthcare system to both patients and employees–we need to become aware of the biological hazards healthcare workers face. We must do a better job of anticipating these hazards than we have in the past. Too often, as technology changed our work environment, we failed to anticipate the hazards, and thus we failed to prevent worker exposures to these new unsafe conditions. With respect to biological hazards we simply cannot repeat the past practices and attempt to retroactively fix the problem. To do so could lead to tremendous consequences for all members of our society–not just those who work in it.

Douglas R Earle

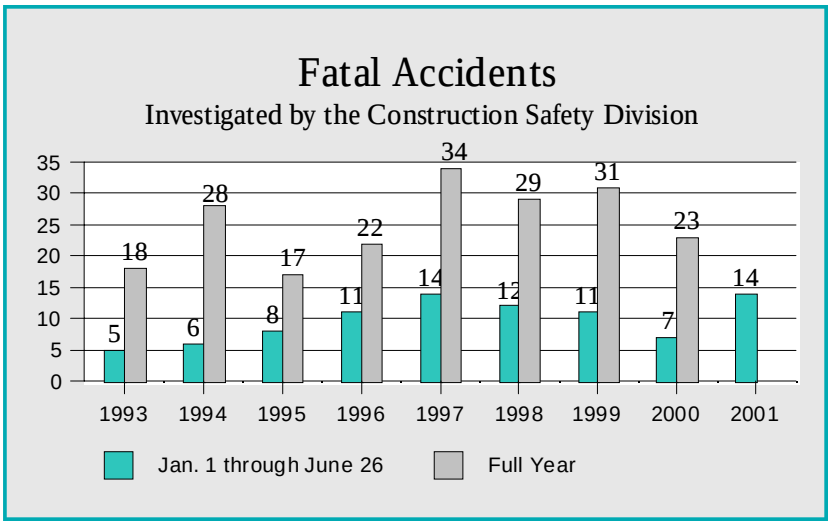
Construction Fatalities Increasing in 2001

The single most important thing construction employers can do to protect their employees is to have a comprehensive accident prevention program.

Construction is one of the most hazardous industries in the nation and Michigan. Only about four percent of Michigan's workforce is employed in construction. However, construction fatalities account for nearly 40 percent of all MIOSHA program-related fatal workplace accidents.

MIOSHA records and monitors construction fatalities to help identify hazards facing construction workers and to focus prevention efforts. As the chart at right illustrates, the recent downward trend in construction fatalities appears to be reversing in 2001.

Construction employers and employees must view their daily tasks with a heightened awareness that an accident could happen on their project and could affect them personally. The single most important thing construction employers can do to protect their employees is to have a comprehensive and implemented accident prevention program that includes adequate employee training.



Top 20 MIOSHA Construction Safety Rule Violations

By: Number of Serious Violations

Michigan: October 1, 1999 - September 30, 2000

Rank	Standard	Description	Violations
1	1926.501	Fall Protection: Unprotected Sides & Edges	655
2	4084.622	Head Protection	303
3	40843209	Aerial Work Platforms: Use	260
4	40841243	Forklift Scaffold Platforms	238
5	40841213	Scaffolds: Guardrails, Fall Arrest Devices	217
6	4084.941	Excavation, Angle of Repose	169
7	1926.502	Fall Protection	166
8	4084.933	Excavation, Obstruction, Egress	160
9	40841725	Wiring, Attachment Receptacles, GFCI	158
10	40841210	Scaffolds: Construction	146
11	40841217	Planking & Scaffold Platforms	128
12	40841719	Electrical Wiring	100
13	40842223	Roadway Work Zones: Signals, Signs, Barricades	99
14	4084.114	Construction: Accident Prevention Program	93
15	4084.624	Use of Face and Eye Protection	85
16	40841124	Fixed and Portable Ladders	64
17	40841241	Manually Propelled Mobile Scaffold	63
18	40841211	Access to Scaffold Platforms	61
19	4084.115	Riding Moving Equip. /Proximity to Power Lines	56
20	40841209	Training Requirements: Scaffolds	52

Construction Safety Violations

At left is a list of the Top 20 MIOSHA Construction Safety Violations of most frequently cited serious violations of MIOSHA standards for fiscal year 1999-2000. The list is part of a construction safety report used in safety education and training programs which are designed to identify and prevent hazards which result in workplace injuries and fatalities.

The purpose of MIOSHA safety and health standards is to set minimum requirements and provide guidelines for checking and correcting the hazards contributing to injuries. Implementation of the safety standards would eliminate or minimize employee exposures to hazards such as:

- Falls, slips, trips, and loss of balance;
- Electrocution/electrical contact;
- Being caught in or between objects and equipment;
- Being struck by or against objects or equipment; and
- Exposure to harmful substances.

The construction safety report highlights the hazardous conditions cited by the violations that require prevention strategies. MIOSHA's education and training programs assist employers and employees in planning and implementing safety and health programs that can control the occurrence of workplace injuries and illnesses and reduce the cost of doing business.

For inquiries regarding construction safety compliance and enforcement, contact the **Construction Safety Division at 517.322.1856**. For inquiries regarding education and training, contact the **Consultation Education and Training Division at 517.322.1809.**

Congratulations Quinnesec Mill!

International Paper's Quinnesec Mill Receives MVPP Star Award

On May 11, International Paper's Quinnesec Mill received the prestigious Michigan Voluntary Protection Programs (MVPP) Star award for workplace safety and health excellence. CIS Deputy Director **Dr. Kalmin Smith** presented the Star flag to employees at a special ceremony on behalf of the Michigan Department of Consumer & Industry Services (CIS).

"I am delighted to welcome International Paper's Quinnesec Mill into this exceptional group of Michigan companies who have outstanding workplace safety and health programs," said Smith. "I admire the diligence and dedication of the Quinnesec Mill–and I salute your exemplary workplace safety and health achievement."

The CIS Bureau of Safety and Regulation is responsible for the Michigan Occupational Safety and Health Act (MIOSHA) program. MIOSHA established the MVPP program to recognize employers actively working toward achieving excellence in workplace safety and health. It was created to reward worksites that develop and implement outstanding safety and health programs that go beyond MIOSHA standards. It enhances MIOSHA's tradition of working cooperatively and voluntarily with industry to reduce and eliminate workplace injuries and illnesses.

"These successful MVPP companies have created a work environment where everyone accepts responsibility for safety, every day," said Smith. "The Quinnesec Mill's outstanding safety and health record demonstrates that a strong safety and health program goes hand in hand with increased production and profits."

The Celebration

Quinnesec employees raised the MVPP Star flag during the ceremony. Accepting the Star award were: **Wally Blair**, Environmental, Health & Safety Manager, Quinnesec Mill; **Steve Hadden**, Manager, Quinnesec Mill; and **LH Puckett**, Senior Vice President, International Paper; as well as members of the Quinnesec Mill MVPP Star Steering Team. State and local elected officials, corporate leaders, as well as CIS and MIOSHA representatives, were on hand to congratulate the Quinnesec Mill employees and management on their outstanding achievement.

IP Senior Vice President LH Puckett, Mill H&S Supervisor Rocky Schuster, CIS Deputy Director Dr. Kalmin Smith, Mill EH&S Manager Wally Blair, and Mill Manager Steve Hadden.

The Quinnesec Mill's Incidence Rates and Lost Work Day Rates are well below the Michigan average for their industry and Standard Industrial Classification (SIC) code 2621, "Paper Mills." The Total Case Incidence Rate for the Quinnesec Mill was 6.35 in 1997, 6.13 in 1998, and 5.23 in 1999–compared to 8.7, 7.9, and 13.1, respectively, for Michigan. The Total Lost Work Day Cases for the Quinnesec Mill was 1.41 in 1997, 1.65 in 1998, and 1.08 in 1999–compared to 3.4, 4.1, and 9.0, respectively, for Michigan.

"We are proud to accept this award, because safety has always been very important at the Quinnesec Mill," said Mill Manager Steve Hadden. "Achievement of the MVPP Star certification confirms that fact and provides positive recognition to all employees for their efforts."

Employee Involvement

The Quinnesec Mill is a non-traditional facility, whose management structure makes employee input vital to the success of the safety and health program. The mill has integrated the Partnership Protection Process (P3) to drive continuous improvement in their safety and health program. Employee involvement and empowerment are seen to be as effective as a traditionally structured safety and health committee in providing a safe work environment.

Employees applaud the presentation of the MVPP Star flag.

Very strong management commitment is evident in all areas of the safety and health program. The P3 structure provides a tool for continuous improvement of the safety management system, and incorporates a team concept to integrate safety and health into all aspects of mill operations. Members of various groups set their own goals and are expected to meet those goals.

Based on interviews with employees and observation, MIOSHA found that all employees are empowered to act on safety and health issues, and are accountable for their safety and health performance. Safety and health responsibilities are clearly spelled out and addressed in all job descriptions, and certifications are required for job advancement. Safety and health is an integral part of all performance reviews for employees at all levels. The company's decentralized management style puts substantial authority in employee's hands.

Mill Operations

The Quinnesec Mill is a state-of-the-art facility that manufactures bleached hardwood kraft pulp and high-quality coated printing paper used in magazines and catalogs. The mill has approximately 575 regular employees, and 60 contract employees. The mill started producing pulp in 1985 and paper in 1990.

International Paper operates 10 facilities in Michigan, along with various distribution centers, and employs nearly 1,675 workers. Currently International Paper has 82 national VPP sites, the greatest number of facilities certified or recommended for certifications in the federal OSHA Voluntary Protection Program (VPP).

International Paper is the world's largest paper and forest products company. Businesses include printing paper, packaging, and forest products. The company has operations in nearly 50 countries, employs more than 113,000 people and exports its products to more than 130 nations (www.internationalpaper.com). ■

Lock It Out – Every Time

By: Martha B. Yoder, Chief
General Industry Safety Division

It wasn't the plan to start a crusade–but a crusade it has become. It is an ongoing commitment to emphasize the critical importance of effective lockout-tagout programs. And, the reason is compelling. In our work investigating accidents and fatalities, the simple fact is that we see far too many that just would not have happened if lockout had been followed.

After eight years of enforcing MIOSHA Part 85, Control of Hazardous Energy Sources (commonly referred to as the lockout-tagout standard), 7,613 violations have been cited, and $3,971,755 assessed in initial proposed penalties. In spite of this enforcement history, compliance with lockout-tagout continues to be a high priority for the General Industry Safety Division.

In fact, the most frequently cited violation by General Industry during Fiscal Year 2000, was compliance with the General Requirements of the lockout standard. In FY 2000, more than 780 inspections or investigation identified that either there was no required lockout program or compliance was inadequate.

In looking back just two and a half years, the General Industry Safety Division has investigated more than 40 accidents where lockout was cited. These accidents represent people who have been hurt, permanently injured, or killed. A finger tip, finger, hand, arm, or worse, a life has been lost because unexpected motion caught someone off-guard.

We believe these accidents represent just the tip of the iceberg because MIOSHA does not include a requirement that employers report nonfatal injuries other than those occurring at the point of operation on a mechanical power press. Therefore, only those injuries that come to the program's attention are investigated. It is likely that many, many more are occurring throughout Michigan each year.

Recent Lockout/Tagout Accidents

Here are some real-life heartbreaking examples of recent accidents that have occurred where, among other concerns, lockout has been identified as an issue.

■ A **press operator** with three years experience did not use a safety block while servicing the point of operation of mechanical power press. The ram dropped, fracturing the employee's finger. The employer was cited for inadequate lockout training because the employee was not trained to wait for the ram to stop before entering the barrier guard. In addition, not enforcing the use of safety blocks or ensuring die blocks are interlocked was also identified as a factor.

■ A **die setter**, on the job for three months, was attempting to feed a metal strip through the die. The press was in inch mode with one button tied down. The employee used one hand to adjust the strip instead of a hand tool. With one button tied down, the employee hit the remaining button with his hip causing the machine to activate. His hand was caught in the press and his thumb amputated. The employer was cited for not enforcing lockout while hands are in the point of operation setting the die. Improper use of inch controls was also identified as a factor.

■ A **press operator** with three months on the job was operating a press. He attempted to clean the leveling rolls while the machine was in full operation. His hand and rag were pulled into the rollers. The equipment had to be dismantled to free the employee. The employer's incident report stated that no damage had been done to the equipment. The employee was not so lucky, sustaining a crushed hand and forearm. The employer was cited for not enforcing lockout procedures, not conducting periodic inspections, and lack of employee training.

Recent Lockout/Tagout Fatalities

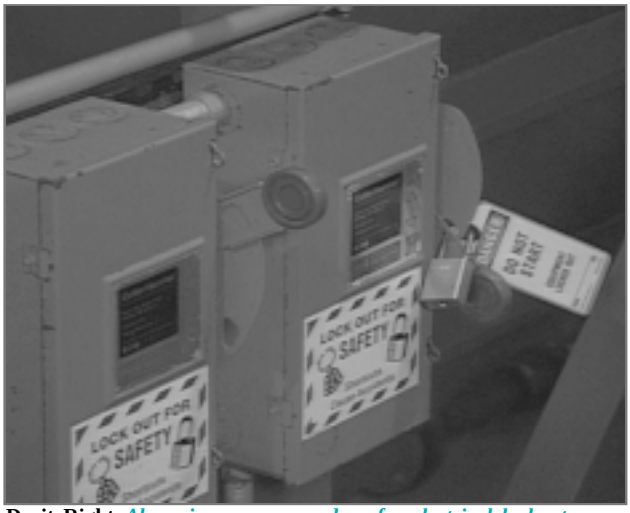
Even more tragic, here are some recent worker fatalities where lockout was an issue.

■ An **50-year-old electrician** with three and a half years with the company was cleaning aluminum flakes from under a billet loader. The loader arms are powered by 3,500 pounds of hydraulic pressure. When the arm is down, there is about a 4-6 inch clearance between arm and machine frame. The deceased was found underneath the billet loaders. His padlock and lockout tag was found laying on top of the electrical panel about 10 feet from where he had been caught under the loader arm. The employer was cited for lack of machine specific lockout procedures, not enforcing lockout, and inadequate training on when and how to lockout.

■ A **58-year-old electrician** with 18 years experience was adjusting an electronic eye reflector for an automated sand dumping system. This was being done with the system in operation. One of the dumping cars was traveling the track in the area. The employee was pinned to the side of a hopper, crushing his chest. The employer was cited for not enforcing lockout, not conducting inspections, not ensuring employees have proper lockout equipment, and failing to assure that each person working on a lockout procedure affixes his or her own lock.

■ A **31-year-old production coordinator** was crushed in the mold of a vacuum form machine while checking for defects. The machine power was not locked out. The interlocked gate was defeated, leaving the machine running in automatic mode. The deceased climbed up the mold frame and into the mold. The machine cycled catching him between the mold sections. The employer was cited for not enforcing lockout and not conducting periodic inspections to be sure lockout is being properly followed.

■ A **40-year-old crane repairman** was standing on a craneway assisting with the removal of a bearing cover. Another crane was operating and struck and dragged the deceased 10 to 15 feet until the crane passed an indentation in the wall where the deceased was deposited while the crane continued on. The employer was cited for not enforcing lockout procedures.



Do it Right–*Above is proper procedure for electrical lockout on a machine disconnect.*

Management Commitment

These sad examples serve to illustrate what is identified time and again during MIOSHA inspections and investigations. That is, employers have often taken positive steps to develop lockout-tagout programs for their workplace. However, the ongoing maintenance and enforcement of the programs may not be adequate to ensure that lockout-tagout remains effective.

An effective lockout-tagout program is no different than any other workplace initiative. It takes research and time to develop a program that fits the workplace, strong efforts to

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Educational Services
A PUBLIC-SECTOR PRIORITY

By: Quenten Yoder, Safety Consultant
Consultation Education & Training Division

As a State Plan, the MIOSHA program is similar in many respects to federal OSHA. One important difference is that MIOSHA rules apply not only to the private sector, but also to the public sector–our requirements apply to state and local government. In those states where federal OSHA has authority, OSHA occupational safety and health rules do not apply to public agencies.

MIOSHA has a five-year Strategic Plan which was designed to improve services in key areas and promote workplace safety and health culture throughout Michigan. The plan focuses on both enforcement and voluntary compliance efforts for targeted industries, injuries, and illnesses. Critical activities and milestones will be tracked and used to assess progress toward the achievement of the five-year goals.

MIOSHA is committed to helping public-sector employers establish strong safety and health programs at their worksites to protect public employees. As part of the MIOSHA Strategic Plan, public-sector Educational Services (Standard Industrial Classifications 8210 through 8222) were selected for special program attention.

Educational Services–Performance Goal

Educational Services was chosen because Bureau of Labor Statistics (BLS) data indicated injury and illness incidence rates were four times higher for public-sector education than rates for private-sector education. The BLS data for 1996 showed the public-sector incident rate at 8.1– versus a rate of 2.2 for comparable institutions in the private sector.

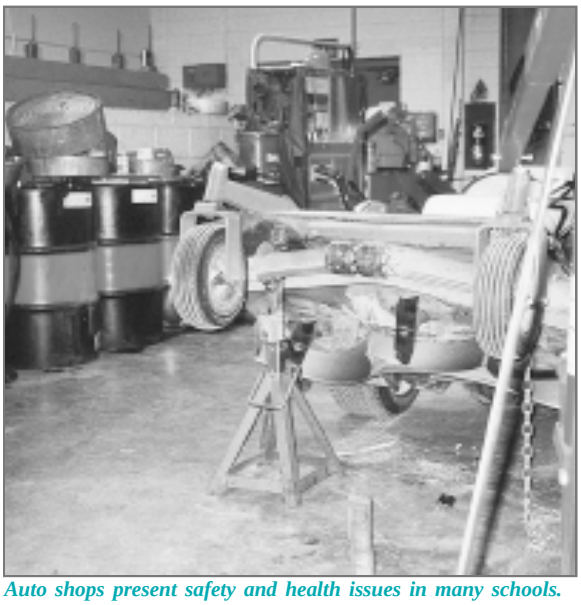
Educational Services Seminars

Date	Location	Information
July 17	Howell	517.546.3920
July 24	Livonia	734.462.4448
July 25	Lansing	517.394.4614
July 31	Escanaba	906.786.5802
Aug. 1	Mt. Pleasant	517.773.4817
Aug. 7	Shelby Twp.	810.726.4553
Sept. 19	Allendale	800.704.7676

To register, please call the information phone number. For questions on program content, please contact the CET Division at 517.322.1809.

Seminar information was mailed to over 6,100 public schools. Seminars were also held June 14 in Jackson, and June 26 in Saginaw.

The Educational Services Performance goal reads: Reduce injuries and illnesses by 15 percent in one of the most hazardous public-sector industries, Educational Services, SIC Code 82. The category educational services includes: elementary and secondary schools (SIC 8211); colleges, universities, professional schools and junior colleges (SIC 8221); and junior colleges and technical institutes (SIC 8222).



Auto shops present safety and health issues in many schools.

Outreach Activities

The **Consultation Education and Training (CET) Division** formed a team to determine MIOSHA's outreach activities for this performance goal. In 1999 and 2000, CET developed a "Safety and Health Program Guide for Educational Institutions" and an "Educational Services Kit." The material in the guide is designed to aid individual educational institutions in the development of effective activities to minimize an employee's exposure to workplace hazards.

The 58-page guide covers the following areas: Recordkeeping; written safety and health programs, with a self-survey checklist; applicable MIOSHA standards; related bloodborne health issues; and a list of related CET materials and publications.

On Feb. 16, 2001, an introductory letter and survey questionnaire were sent to all public school superintendents (524) in the state. The letter detailed the MIOSHA Strategic Plan educational goal and asked for help in identifying specific employee safety and health concerns.

To date, the bureau has received 214 completed surveys, an outstanding response rate. Following are the highlights to some of the key questions.

- More than 50 percent have no written safety and health program.
- In 68 percent of the districts there is a designated person responsible for employee safety and health activities.
- These areas were listed as major concerns: ergonomics, 53 percent; slips and falls, 67 percent; chemical exposure, 35 percent; disability management program, 58 percent; and employee security, 50 percent.
- Respondents indicated the following services would be helpful: seminars, 50 percent; self-help printed material, 60 percent; sample written programs, 66 percent; workplace assistance, 32 percent; updates on safety and health issues, 73 percent; and staff training, 52 percent.
- More than 72 percent said they were interested in having their maintenance personnel trained in safety and health.
- More than 33 percent said they would like to be contacted by a CET consultant. To date, every respondent who asked for CET assistance has been contacted. To date, 72 school districts have been called and assigned a CET consultant.

Information from the survey was used to design seminars and related materials to assist educational facilities in complying with applicable MIOSHA regulations. (See the attached sidebar for seminar information.)

Areas of Concern

CET safety consultants have already conducted site visits to more than 10 school districts. These initial visits have revealed a significant need for information regarding MIOSHA requirements in the educational sector. The site surveys have identified the following critical areas of concern.

MIOSHA Recordkeeping - Primary concern was the lack of a log of recordable injuries as required by MIOSHA Administrative Rule 13, Recordkeeping. Even though injury/illness information was being kept, it was not being kept in the required "Log 200 " format. Consequently, the analysis of occurrences in terms of types of injuries, illnesses, locations, etc. was not being conducted. Recordkeeping is a fundamental part of any effective safety and health program, because it helps identify patterns of accidents or illnesses.

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The Bottom Line

Workplace Safety and Health Makes Good Business Sense

Barton Malow Company

Founded in Detroit in 1924, Barton Malow Company functioned as a general contractor for nearly 50 years. In the early 1970s, they broadened their company to include construction management, with full preconstruction services–coordinating projects from planning through close-out.

In the early 1980s, the company was organized by markets–health care, stadiums, education, and corporate/industrial facilities–to develop a high level of expertise in the industries they serve. Project Planning, formed in 1986 to support these groups with a reliable estimating system, has grown to over 30 engineers and architects and includes all facets of project planning, value engineering and manpower planning.

The corporation employs 1,600 full-time staff, including more than 1,000 trades personnel, and has experience in 37 states. Their revenues for the fiscal year ending March 31, 2000, were in excess of one billion dollars. They are headquartered in Southfield, MI, with regional offices in Maryland, Virginia, Arizona, Ohio and Georgia, and are consistently ranked among the top 20 builders in the nation.

Corporate Philosophy

The construction industry is very a competitive segment of today's rapidly changing economy. Barton Malow believes their corporate success is tied directly to their professional reputation. Their mission statement is: We build excellent solutions. They believe the character of their company is as important as the structures they build.

Conducting a business with an emphasis on professional integrity is the foundation of their corporate structure, and starts with each employee. Every action portrays an element of character that has the power to build, or destroy, the company reputation. Barton Malow firmly believes that companies with good reputations do more than just follow the law–they treat people fairly, whether the law requires it or not.

Pressure to get new work, to reduce project costs, or to complete projects on time–all are factors that may elicit an unethical response. Such responses may be rationalized by saying, "That's how you get ahead in business." Barton Malow believes that is not how you succeed in business. They have found that making ethical decisions creates an atmosphere of trust and increases client satisfaction. Their philosophy is to encourage each employee to make ethical decisions which will support the positive reputation the company has earned.

Interiors Group employee Joe Torres fastens horizontal stiffeners at the new Barton Malow Headquarters Building.

Safety Performance

Barton Malow's long-established safety program, under the leadership of **John Gleichman**, Director of Safety and Loss Control, stresses the training and participation in safe work practices for all project participants, and the establishment of safety systems from the earliest planning stages. The elimination of property damage is an added benefit of their safety program.

With 30 years experience in construction safety, Gleichman directs policies and practices to eliminate workplace injuries and occupational illnesses, and which also protect the general public near their jobsites. According to Gleichman, "We want every employee to be able to go home in the same condition they came to work."

Safety is a formal part of their corporate quality program. Barton Malow is ISO-9001 certified, and has a detailed safety manual. It includes directions on bid scope documents, hazardous materials, worker safety, project site security, and other topics.

To achieve their safety goals, the company: Provides safety orientation for new employees and ongoing training; has safety procedures in place to ensure accident prevention; measures its safety performance, and communicates the information to employees; and evaluates subcontractor safety performance prior to bid awards and requires subcontractor safety plans.

Rick Mee, Chief, MIOSHA Construction Safety Division, and **Jerry Faber**, MIOSHA Construction Safety Consultant, both recommended Barton Malow for this column. Most large construction companies receive MIOSHA inspections on a regular basis because of their size and the nature of their business. According to Mee, "Their citation and 'in compliance' rate is significantly below the industry average, which is a testament to their commitment to the safety of their employees."

This column features successful Michigan companies that have established a comprehensive safety and health program which positively impacts their bottom line. An accident-free work environment is not achieved by good luck—but by good planning! Creating a safe and healthy workplace takes as much attention as any aspect of running a business. Some positive benefits include: less injuries and illnesses, lower workers' compensation costs, increased production, increased employee morale, and lower absenteeism.

MIOSHA Self-Help Program

New Guidelines for Exposure Monitoring

By: Bob Dayringer, CIH, Health Consultant
Consultation Education & Training Division

The MIOSHA Self-Help Program has provided Michigan employers with the loan of exposure monitoring and measuring equipment since its inception in 1981. The program is managed by the Consultation Education & Training (CET) Division's Onsite Consultation Program. The onsite program helps employers identify and correct potential safety and health hazards.

The primary purpose of the Self-Help Program is to assist employers conducting their own evaluations of hazardous exposures in their workplaces. This free service provides limited technical industrial hygiene guidance, monitoring and measuring equipment, sample analyses and general information. To get the most benefit from the program, employers must be trained to use the equipment and must be sufficiently familiar with today's health hazards.

After 20 years of operation, CET administration determined it was necessary to review the Self-Help Program, particularly in the areas of equipment training, sampling strategies and measuring techniques employed within the program. Therefore, CET temporarily suspended the program to examine current methodologies and strategies, in an effort toward improving the program.

This employee is being monitored for air contaminants.

CET staff recently completed a review of the program policies, procedures and practices–and established new guidelines which will offer employers the best self-help practices in Michigan. The Self-Help Program will again be available to employers, effective July 1, 2001.

Who is Eligible?

The program is targeted to assist small employers, typically with 250 employees or less. High-hazard industries will be given priority. High hazard is determined by matching the employer's primary or secondary Standard Industrial Classification (SIC) code to a SIC code list of current high-hazard industries.

For example, a loan of noise monitoring equipment to employers in the following categories would be given priority:

- Logging, sawmills, dimensional lumber,
- Wood household furniture,
- Foundries,
- Fabrication of structural metal,
- Metal stamping, and
- Screw machine products.

What Equipment is Available?

Both exposure monitoring equipment and sample analyses are available for a number of air contaminants including dusts, mists, metal fumes and organic vapors. Also, air velocity measuring equipment is available for evaluating ventilation systems, which relate to the reduction of employee air contaminant exposures. Noise monitoring equipment is also available.

This program is intended to assist employers with specific concerns. It is not intended for plant-wide hazard studies, or regular and ongoing inspections. Plant-wide hazard studies and unique situations involving monitoring are best addressed by requesting an onsite consultation visit or obtaining a private consultant.

What Happens When I Call?

To request self-help services, contact the **CET Division** at **517.322.1809**. An onsite health consultant will discuss the nature and scope of your request. The consultant will schedule the delivery and training for the use of the monitoring equipment. Specific MSDS's may be requested by the consultant to better prepare for the selection of monitoring equipment.

While onsite, the consultant will discuss employee exposure sampling strategy (including a review of the work area, personnel and equipment), equipment operation, and the completion of monitoring paperwork. The consultant will ask that you sign an agreement stating that you will correct any problems that are revealed through the monitoring. The consultant will then depart, leaving the employer to conduct the monitoring.

Once the air and/or noise monitoring is complete, the employer must promptly return the monitoring equipment, any collected samples and paperwork. They can be returned by mail, UPS, or in person. Upon their return, the health consultant will review the collected samples and paperwork for completion and accuracy and submit them to the MIOSHA Occupational Health Laboratory for analyses.

When the analytical results are received from the laboratory, the health consultant will determine the exposures of the monitored employees and will compare them to the applicable MIOSHA exposure limits. This information will be summarized in a brief report to the employer. This service is available to an employer once in a three-year period.

What Happens when an Employee Over Exposure is Determined?

Employers who have employee exposures in excess of an exposure limit will be provided with information regarding how to reduce the exposure and/or protect the employee from the exposure. An employee exposure that exceeds the exposure limit is considered a **serious** hazard.

When a **serious** hazard is noted, the consultant will notify the employer and discuss hazard control methods and a date for the hazard correction. The consultant will later follow-up with the employer to verify that the hazard has been corrected. Additional Self-Help exposure monitoring may be necessary to verify the correction.

How to Contact Us

Exposure monitoring is one component of an employer's total safety and health program–and is a valuable tool for providing workplace protection to employees. The CET Division can help employers develop a safety and health program, improve an existing program, or find the help to solve tough safety problems.

CET services include: onsite consultation surveys and compliance assistance; safety and health development programs; training and education services, such as seminars, workshops and special programs; video and publications library; and responses to general MIOSHA or toxicological concerns. Please call the **CET Division** at **517.322.1809** for more information or to receive any of the services. ■

Michigan Year 2000 Program-Related Fatalities

By: Gordon Spitzley, Analyst
MIOSHA Information Division

Michigan workers suffered significantly fewer occupational fatalities in 2000, than in 1999. The 59 program-related fatalities in 2000 in Michigan is a substantial decrease from the 87 fatalities reported in 1999.

This reduction is good news for Michigan workers–and shows that employers and workers are making occupational safety and health a high priority. The consequences of on-the-job deaths–in terms of human suffering, lost workdays, decreased production, and increased compensation rates–dramatically decrease as fatalities decrease.

Only fatal cases that are program-related as defined by the Bureau of Safety and Regulation are compiled, analyzed and published. Therefore the data only includes fatalities that fall under MIOSHA jurisdiction and does not include fatalities resulting from heart attacks, suicides, homicides, highway personal motor vehicle trips and aircraft accidents.

A fatal case is recorded as program-related if it occurred under one or more of the following conditions:

- The incident was found to have resulted from violations of MIOSHA safety and health standards or the general duty clause.
- The incident was considered to be the result of a failure to follow a good safety and health practice that would be the subject of a safety and health recommendation.
- The information describing the incident is insufficient to make a clear distinction between a "program-related" and a "non-program-related" incident, but the type and nature of the injury indicates that there is a high probability that the injury was the result of a failure to adhere to one or more MIOSHA standards, the general duty clause, or good safety and health practice.

Program-related fatalities have been recorded since 1975 in Michigan. A high of 115 fatalities occurred in 1977. There was a gradual decrease until 1983 when 52 fatalities were recorded, and then increased to 74 in 1986. A two-year decline to 64 cases in 1988 was recorded, before an increase to 76 in 1989.

Between 1989 and 1993 the number of fatalities recorded dropped to 51. There were 61 recorded during 1994, which decreased to 46 in 1996. This is the lowest number of program-related fatalities recorded in more than 20 years. The number of fatalities rose to 76 in 1997, dropped to 68 in 1998, and then increased to 87 in 1999.

Industry Division

The largest number of fatalities occurred in the Manufacturing and Construction industries. The Agriculture, Forestry and Fishing; Construction; Manufacturing; Transportation and Public Utilities; Retail Trade; and Services industry divisions experienced a decrease from 1999 to 2000. Wholesale Trade and Public Administration showed increases during the same period. The industries of Oil and Gas Extraction and Finance, Insurance and Real Estate recorded no fatalities in 2000. The largest decrease was recorded in Construction, recording nine fewer fatalities in 2000 than in 1999.

Occupation Group

The most affected occupation group in 2000 with 16 fatalities was Construction Trades followed by Transportation and Material Moving with 15. Handlers, Equipment Cleaners, Helpers and Laborers occupations recorded eight fatalities, while five fatalities occurred in the Farming, Forestry and Fishing occupation group.

Event or Exposure

The number of victims that Fell to a Lower Level during 2000 was 10. Sixteen of the fatalities were the result of being Struck by Objects. Victims being Caught In or Compressed by Equipment resulted in seven fatalities, and Contact with Electric Current accounted for eight fatalities.

Nature of Injury or Illness

The nature of the fatal injuries or illnesses reported were Electric Shock, Electrocution with eight; Internal Injuries of the Trunk, 15; Asphyxiation, Strangulation, Drowning, Suffocation, three; and Burn, Heat, one. A significant number, approximately 23 percent, of the fatalities were the result of intracranial injuries to workers.

Age and Gender

Employees between the ages of 21 and 40 suffered about 49 percent of the fatal injuries. There were two fatalities to workers under the age of 21. The age groups of 21-25 and 51-55 both suffered nine fatalities, which was the second-highest number for any of the five-year age categories following the age group of 26-30 with 10 fatalities. The age groups of 56-60 suffered six fatalities. Of the 59 victims, 57 were male employees.

Month of Occurrence

In 2000, September and December recorded the highest number of fatalities, with eight each. Seven program-related fatalities were reported during February. July and August both recorded six fatalities, while March and October recorded five. November recorded three and June two. January recorded the lowest number with one.

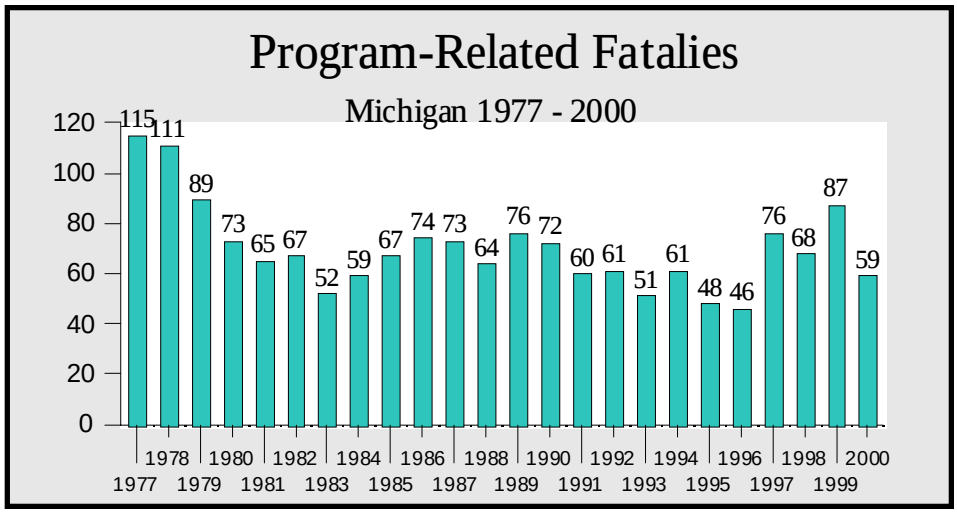
Day of the Week

The highest number of fatalities by day of the week was Wednesday with 14, followed by Thursday with 13, while Tuesday recorded 12. Nine fatalities were recorded on Friday and seven on Monday. There was one fatality recorded on Sunday in 2000.

Conclusion

In order for Michigan to reduce the number of on-the-job fatality cases, it requires a conscious effort on the part of employers to recognize and comply with MIOSHA standards, develop and implement safe and healthful working procedures, and assure that employees observe and practice these procedures. The MIOSHA program offers on-site consultation and safety and health education and training opportunities to employers and employees alike to help them achieve this goal.

The program-related fatality information for Michigan is compiled from the "Employers Basic Report of Injury," Workers Disability Form 100s and from direct telephone reports of fatalities to the Bureau of Safety and Regulation. Further inquiries may be addressed to the **MIOSHA Information Division at 517.322.1851.** ■



MIOSHA and...
...Migrant Farm Workers

By: Robert Pawlowski, CIH, CSP
Regional Supervisor
Occupational Health Division

With summer upon us, a new growing season is in progress. Agriculture is the second largest industry in Michigan, second only to automotive. According to Michigan agricultural statistics published in 1997, Michigan ranks number one nationally for production of black beans, cranberry beans, navy beans, blueberries, tart cherries, cucumber pickles, geraniums, hanging flowers and Easter lilies. The state ranks second or third for the production of all dry beans, bedding plants, celery, gladioli, asparagus, dark red kidney beans and fresh carrots. We are among the top five producers of such familiar crops as apples, sweet cherries, tomatoes, peaches, plumbs and pears.

Michigan typically attracts more than 40,000 migrant farm workers to help plant, cultivate, and harvest the numerous crops produced. Due to the continued low unemployment rate in Michigan and the nation as a whole, Michigan is in a position where we must compete with other states to attract the migrant workers that are necessary to keep agriculture strong in our state.

The **Interagency Migrant Services Committee** (IMSC) was established in 1970 to coordinate the delivery of services for migrant households and to serve as a clearinghouse for the exchange of views, problems, and possible solutions between all concerned parties in the area of migratory farm labor.

One function of the IMSC is to educate the agricultural community and migrant worker populations to resources, services and regulations that apply to their operations. The IMSC is at the forefront of educating migrant workers to the advantages of choosing Michigan as the place to perform their agricultural service.

The Bureau of Safety and Regulation has participated for several years on the IMSC for the purpose of informing agricultural growers and workers of Michigan Occupational Safety and Health Act (MIOSHA) regulations which apply to their operations. The following MIOSHA regulations apply to agricultural operations including migrant farm workers.

- Section 14n (2) and (3), of Act 154, MIOSHA, which address providing potable water, toilet and hand-washing facilities;
- Agricultural Field Sanitation Rules (1928.110, adopted by Section 14n of Act 154);
- Temporary Labor Camps (Rule 4301);
- Right to Know/Hazard Communication (Part 430);
- Occupational Air Contaminants and Physical Agents (the old rules, R325.2401 et. seq. which became effective June 10, 1971);
- Agricultural Tractors (Part 51), Farm Field Equipment (Part 53) and Agricultural Operations (1928.21); and
- Any rules that specifically include agricultural operations in their scope.

The regulations that most often become an issue at agricultural operations are Section 14n of Act 154, and the Field Sanitation Rules. These rules delineate requirements related to drinking water, toilet and hand washing facilities, and general sanitation requirements as outlined below.

Migrant workers at a cherry processing plant in Michigan.

The Field Sanitation Rules apply to farms where 11 or more hand-labor employees are present on any given day. This has been interpreted to mean 11 or more employees on any day within the last 12 months. The requirements of Section 14n (2) and (3) expand the coverage to all hand-labor workers, even if there is only one. The employer is required to provide, at no cost to the employees, all of the following.

Drinking Water - Drinking water must be provided in locations readily accessible to all employees and must be potable. Potable means it meets Michigan drinking water standards as established by Act 399 of 1976 and administrative rules promulgated pursuant thereto. As a minimum, this requires water to meet the standard of rule R325.10602 for coliform bacteria content. Where there are 11 or more employees, the water must be suitably cool for the temperature conditions and dispensed by single-use cups or by fountains.

Toilet and Hand Washing Facilities - Toilet and hand washing facilities must be provided whenever work time plus transportation time to and from the field exceeds three hours. One toilet and hand washing facility must be provided for each 20 employees or fraction thereof. These facilities must be located together and as close as practical (no more than 1/4 mile) to work locations where possible, and in no case farther than one mile. Where there are 10 or fewer employees, these facilities must either be provided by the employer as above or available to the employees by using employer furnished transportation.

Toilet facilities must be ventilated and screened, have self-closing doors latchable from the inside, and constructed to ensure privacy. Toilet facilities must be operational and include an adequate supply of toilet tissue. Hand washing facilities must have an adequate supply of potable water, soap, and single-use towels.

General - All facilities must be maintained in a clean and sanitary condition and waste must be disposed of in an appropriate sanitary manner. Employers must inform employees of the location of facilities and allow employees reasonable opportunity to use them. Where there are 11 or more employees, the employer must inform all employees of the importance of good hygiene practices to minimize adverse health effects from heat, diseases, retention of urine, and pesticides.

Questions regarding MIOSHA regulations should be directed to the Bureau of Safety and Regulation at 517.322.1814. Copies of standards are available from the MIOSHA Standards Division at 517.322.1845.

Questions related to the Interagency Migrant Services Committee can be directed to **Mr. Manuel Gonzalez, Chairperson IMSC at 517.373.3567**. ■

CET Awards

MIOSHA recognizes the safety and health achievements of Michigan employers and employees through CET Awards, which are based on excellent safety and health performance.

Radar Industries

Radar Industries of Warren received the **Ergonomic Innovation Award** on March 7th. This award is given to employers for innovative ideas, which have been implemented to reduce worker strain.

Radar Industries is a world leader in automotive stampings and assemblies, and has three facilities in the greater Detroit area with nearly 200 employees. The award was presented to the Warren manufacturing facility.

"Because of the combined efforts of our manufacturing, human resources, and maintenance departments, ergonomic considerations are taken into account when implementing new projects such as this," said **Radar Industries President Dave Zmyslowski**.

As Radar expanded in this new location, ergonomic features were a part of the layout and design, particularly with the press room and welding equipment. The Warren facility employs approximately 40 workers, and has had only one recordable injury since they opened in May 2000.

The CET Division has worked with Radar Industries since 1995. **CET Supervisor Connie O'Neill** presented the award to the Radar management team.

CET Supervisor Connie O'Neill, CET Consultant Brian Dixon, and Radar Industries Director of Purchasing Nancy Bordato, President Dave Zmyslowski, and Vice President of Operations Brian Siess.

Woolf Aircraft employees celebrate the Ergonomic Innovation Award. Examples of several ergonomic innovations are displayed.

Woolf Aircraft Products, Inc.

Woolf Aircraft Products, Inc., of Romulus received the **Ergonomic Innovation Award** on April 30th. This award is given to employers for innovative ideas, which have been implemented to reduce worker strain.

Since 1942, Woolf Aircraft has produced high quality, tubular parts, weldments and sheet metal fabrications to customer specifications. They serve the aircraft, defense, commercial and transportation industries, and employ nearly 80 workers. The award is in recognition of their significant ergonomic improvements that benefit various employees who perform repetitious operations in their work assignments.

"By working smarter we are able not only to reduce injuries–but increase productivity, improve product quality, and meet rigid delivery schedules in a very competitive global market," said **President Dan Woolf**.

CET Safety Consultant Suellen Cook evaluated the proposal submitted by Woolf Aircraft, and conducted an onsite review to verify all aspects of their ergonomic changes. **CET Supervisor Sheila Ide** presented the award to Woolf Aircraft President and Owner Dan Woolf, and safety committee members Leonard Pavilanis and Tim Downey.

Multech, Inc.

Multech, Inc., located in Baroda, received the **CET Silver Award** for achieving in excess of two years without a lost/restricted day accident or illness. Multech was formed in 1973, and has a license from 3M Company to apply adhesive/sealants to fastening devices, primarily for the automotive industry.

Ron Raade, **Vice President and General Manager** attributes their success to their proactive approach and employee involvement. From their time of hire, Multech's 20 employees are encouraged to participate in virtually all aspects of the safety and health program. Employee orientation, training and input have been key factors. According to Raade, "It all comes down to people." **CET Consultant Quenten Yoder** made the award presentation.

Applications may be submitted to the Consultation Education & Training Division (CET) for the following awards: Bronze Award, Silver Award, Gold Award, CET Plaque, Ergonomic Innovation Award, and Ergonomic Success award. For award criteria and application information, please check our website at: www.cis.state.mi.us/bsr/divisions/cet/cetaward.htm.

Multech Plant Manager Larry Fausac receives the CET Silver Award from CET Consultant Quenten Yoder.

Wage & Hour News

4-Count Warrant Issued for Mancino's Owner following the Death of 16-year-old Employee

On April 3, 2001, CIS Director Kathleen Wilbur announced that a warrant was issued through the 42nd District Court for the owner of the New Baltimore Mancino's Pizzeria and Grinders for violations of the Youth Employment Standards Act following the death of a minor employee.

The four-count warrant was the result of the Wage & Hour Division's investigation into the death of 16-year-old Justin Mello, who was fatally shot while working at Mancino's Pizzeria and Grinders in New Baltimore, Michigan, on Oct. 21, 2000.

The Macomb County Prosecutor authorized issuance of a 4-count warrant against owner Kenneth Lynn Cook, Jr. Cook was arrested and arraigned on April 9, 2001. He was released on a $1,000.00 personal bond. Charges were as follows:

1. Working a minor without a work permit.
2. Working a minor without a required meal or rest period.
3. Working a minor excess hours work and school combined.
4. Working a minor without adult supervision while handling cash.

Counts 1-3 are misdemeanors punishable by imprisonment for not more than one year, or a fine of not more than $500, or both. Count 4 is a misdemeanor punishable by imprisonment for not more than one year, or a fine of not more than $2,000, or both.

More than 1,000 youth employment investigations are conducted every year based on a complaint or information regarding the unlawful or unsafe employment of a minor to determine if there are violations of the Youth Employment Standards Act (PA 90 of 1978).

"In about 99 percent of these investigations we are able to quickly gain compliance by educating the employer about the safe and legal employment of minors," Wilbur said. "However, this case is the exception because it involved the death of a minor employee. When there is an injury or death of an minor employee, CIS investigates and the findings are turned over to the local prosecutor for issuance of a warrant against the employer if it is determined that there is a violation of the YESA. On average, the department makes 8 to 10 referrals a year to local prosecutors."

According to statistics from the National Institute for Occupational Safety (NIOSH), an estimated 60-70 minors in the country die from work-related accidents, while thousands more require emergency room treatment or hospitalization.

"This case sends a clear message to employers that they will be held accountable for failing to abide by the laws that were created to protect working teens," Wilbur said. "We encourage parents, teachers, and working teens to become educated about the Youth Employment Standards Act and to contact our Wage & Hour Division immediately if there are concerns that an employer is not meeting these requirements."

16-year-old becomes Armed Robbery Victim while Working Alone at Hungry Howie's

While working alone, a 16-year-old female minor became the victim of an armed robbery at Hungry Howie's in Farmington Hills. The robbery occurred on May 6, 2001, at approximately 10:55 p.m., just minutes before the scheduled store closing.

The results of a Wage & Hour Division investigation revealed that the adult supervisor had left the store to deliver pizzas prior to the robbery.

The Wage & Hour Division's investigation established 19 violations of the Youth Employment Standards Act involving the date of the robbery and three prior work days. The violations involved included:

- Allowing a minor to work past sunset or 8:00 p.m. without adult supervision at a fixed location where cash transactions occur;
- Allowing a minor to work in a hazardous situation/without adult supervision prior to sunset or 8:00 p.m.;
- Allowing a 16 year old minor to work past 10:30 p.m. on a school night;
- Allowing a minor to work more than 48 hours per week, school and work combined; and
- Allowing a minor to work more than 5 continuous hours without receiving a 30 minute meal and rest period.

Oakland County Prosecutor, David Gorcyca authorized warrants totaling 45 counts for violations of the Youth Employment Standards Act.

Summer Youth Employment

As thousands of teenagers began looking for a summer job, Governor John Engler issued an Executive Declaration observing June as Youth Employment Month. This summer approximately 390,000 teenagers aged 16-19 are expected be employed in Michigan.

As part of an ongoing effort to educate employers about child labor laws, the Wage and Hour Division teamed up with the USDOL Wage & Hour Division to "walk the beat." Investigators of both offices sought out emloyers in retail and fast food establishments, where the majority ot teenagers work–to talk about labor laws and distribute materials on youth employment requirements.

Minors are required to have a work permit, which can be obtained in any Michigan school district. Generally youths must be at least 14 years old for most jobs, however kids as young as 11 can work as a golf caddie, sports referee or as a farm worker.

Adequate adult supervision is also required for working minors. During the summer, minors aged 14 and 15 can work from 7:00 a.m. until 9:00 p.m., while minors 16 and 17 can be employed between 6:00 a.m. and 11:30 p.m., for up to 48 hours per week.

Michigan child labor law requires that minors not be allowed to work more than five hours without a 30 minute break period.

For More Information

Wage & Hour Division

517.322.1825

www.cis.state.mi.us/bsr/divisions/wh/home.htm

Education & Training Calendar

Date	Course Location	MIOSHA Trainer Contact	Phone
August			
2	Industrial Machine Guarding Livonia	Suellen Cook Diane Burns	734.462.4448
3	Strategies for Nursing Homes & Long-term Care Facilities Muskegon	David Nelson Leona Adams	231.777.0454
13, 14, 15	Safety & Health Administrator Course Port Huron	Bernard Sznaider Sandy Potter	810.985.1865
14	Industrial Ergonomics, Back Safety & Noise Exposure Westland	Linda Long Toni Herron	734.427.5200
15	Strategies for Nursing Homes & Long-term Care Facilities Lansing	Jenelle Thelen Sandy Long	517.394.4614
20	Lockout/Tagout & Confined Space Entry Southfield	Suellen Cook Pat Murphy	248.353.4500
23	MIOSHA Recordkeeping Requirements Flint	Lee Jay Kueppers Margo Aasland	810.323.1401
September			
5	Lockout/Tagout & Confined Space Entry Adrian	Linda Long Don Lites	517.424.3250
11	Ergonomics Grand Rapids	Micshall Patrick Office Staff	800.704.7676
12	Confined Space Entry & Power Lockout Westland	Linda Long Toni Herron	734.427.5200
12	Powered Industrial "Truck Train-the-Trainer" Monroe	Jennifer Clark-Denson Vicki D. Sherman	734.384.4127
18	Ergonomics Kalamazoo	Micshall Patrick Lisa Peet	616.373.7807
20	When MIOSHA Visits Canton	Suellen Cook Jacqueline Schank	734.464.9964
24	Supervisors' Role In Safety Southfield	Richard Zdeb Pat Murphy	248.353.4500
October			
2, 3, 4	Safety & Health Administrator Course Dearborn	Nancy Koehler	313.982.6131
9	Industrial Accident Prevention Strategies Adrian	Linda Long Don Lites	517.424.3250
8 & 10	Meat & Food Processing Operations Southfield	Linda Long Ed Ratzenberger	248.557.7010
11, 18, 25	Safety & Health Administrator Course Belleville	Suellen Cook Janet Millard	734.697.7151
15	MIOSHA's Here Southfield	Richard Zdeb Pat Murphy	248.353.4500
24	Supervisors' Role in Safety Westland	Linda Long Toni Herron	734.427.5200
29	Building An Effective Safety Program Southfield	Richard Zdeb Pat Murphy	248.353.4500

Co-sponsors of CET seminars may charge a nominal fee to cover the costs of equipment rental, room rental, and lunch/refreshment charges. For the latest seminar information check our website, which is updated the first of every month: www.cis.state.mi.us/bsr/divisions/cet/cet_cal.htm.

Construction Safety Standards Commission

Labor

Mr. Carl Davis**
Mr. Daniel Corbat
Mr. Andrew Lang
Mr. Martin Ross

Management

Mr. Peter Strazdas*
Mr. Charles Gatecliff
Mr. Thomas Hansen
Ms. Cheryl Hughes

Public Member

Mr. Kris Mattila

General Industry Safety Standards Commission

Labor

Mr. Michael D. Koehs*
Mr. James Baker
Mr. Tycho Fredericks
Mr. John Pettinga

Management

Mr. Timothy J. Koury**
Mr. Michael L. Eckert
Mr. Thomas Pytlik
Mr. George A. Reamer

Public Member

Ms. Geri Johnson

Occupational Health Standards Commission

Labor

Dr. G. Robert DeYoung*
Ms. Cynthia Holland
Capt. Michael McCabe
Ms. Margaret Vissman

Management

Mr. Robert DeBruyn**
Mr. Michael Lucas
Mr. Richard Olson
Mr. Douglas Williams

Public Member

Vacant

***Chair** ***Vice Chair**

Standards Update

Public Hearing

The MIOSHA Standards Division is holding public hearings for the **General Industry Safety Standards Commission** for the following proposed amendment: General Industry: Part 74. Fire Fighting; R 408.17401 et seq.

August 9, 2001
St. Ignace State Police Post
901 Graham Avenue
St. Ignace, Michigan 49781
1:00 to 3:30 p.m.

August 15, 2001
Michigan Dept.of Community Health
Manty Conference Room 1B
3423 N. Martin Luther King, Jr. Blvd.
Lansing, Michigan 48909
1:00 to 3:30 p.m.

The purpose of the hearings is to allow all interested parties an opportunity to present data, views, and arguments relative to the proposed amendments. Attendees are urged to submit a written summary of remarks as part of their presentation. Written comments for each set of proposed rules must be submitted as separate documents.

Persons unable to attend may submit written data to Standards Chief Connie Munschy no later than 5:00 p.m., Aug. 30, 2001. A copy of the amended rules appeared in the Michigan Register, July 15, 2001, and may be obtained from Connie Munschy, MIOSHA Standards Division, MI Department of Consumer & Industry Services, 7150 Harris Drive, P.O. Box 30643, Lansing, MI 48909.

The hearings will be conducted in compliance with the 1990 Americans with Disabilities Act, in an accessible building with handicapper parking available. For a sign language interpreter or assisted listening devices, please call 517.373.0378 TDD or 1.800.SAY.ABLE T/V. Requests for materials in alternative formats can be made by calling 517.322.1845.

New Standards Commission Member

The newest appointment to the **General Industry Safety Standards Commission** is **Thomas J. Pytlik**. On March 28, 2001, Governor John Engler, appointed Mr. Pytlik to represent management for a term which will expire March 26, 2004.

Mr. Pytlik is an Environmental Health & Safety (EH&S) Specialist with Dow Chemical Company in Midland. He's worked for Dow for 25 years, with the last six in EH&S. He provides EH&S services for all contractor activities and Dow's Site Engineering Group. He is a board member of the Great Lakes Safety Training Center (GLSTC) in Midland, Chairman of the GLSTC Standards Committee, and a member of the Facilities Committee. He is a past Commissioner for Bay City, and a member of the Southend Citizens District Council in Bay City.

During his career at Dow, he has worked under the MIOSHA standards and is responsible for implementation and compliance with MIOSHA standards at Dow. He feels that his work experiences allow him to contribute to the improvement in safety performance in our state and hopefully provide input that is valuable in the promulgation process. He hopes to gain much in knowledge and value from his association with the Standards Commission, members, and staff.

Mr. Pytlik was born and raised in Bay City, MI. He is married with two sons. He attended Bay City Central High School, and received a B.A. from Saginaw Valley State University. He is also a veteran of the USAF from 1970 to 1973, including a tour of duty in Southeast Asia.

To contact Connie Munschy, Chief of the Standards Division, or any of the Commissioners, please call the Standards Division Office at 517.322.1845.

Status of Michigan Standards Promulgation

(As of June 25, 2001)

Occupational Safety Standards

General Industry

Part 18.	Overhead and Gantry Cranes	At Advisory Committee
Part 19.	Crawler, Locomotives, Truck Cranes	Approved by Commission for review
Part 20.	Underhung and Monorail Cranes	Approved by Commission for review
Part 56.	Storage and Handling of Liquefied Petroleum Gases	Final, effective 8/7/00
Part 58.	Vehicle Mounted Elevating & Rotating Platforms	Approved by Commission for review
Part 69.	Compressed Gases	Final, effective 8/7/00
Part 74.	Fire Fighting/Amendment #2	Public Hearings to be held
Part 93.	Air-Receivers	Final, effective 8/7/00

Construction

Part 07.	Welding & Cutting	Approved by Commission for review
Part 10.	Lifting & Digging	Final, effective 1/4/01
Part 14.	Tunnels, Shafts, Cofferdams & Caissons	Informal approval by ORR
Part 18.	Fire Protection & Prevention	At Advisory Committee
Part 20.	Demolition	Final, effective 1/4/01
Part 22.	Signs, Signals, Tags & Barricades	Formal approval by ORR
Part 26.	Steel and Precast Erection	RFR approved by ORR
Part 30.	Telecommunications	Approved by Commission for review
Ad Hoc	Communication Tower Erection	Approved by Commission for review

Occupational Health Standards

General Industry

Abrasive Blasting	Final, effective 6/6/01
Air Contaminants	Final, effective 5/9/01
Asbestos for General Industry	Final, effective 8/15/00
Bloodborne Infectious Disease	Final, effective 10/18/01
Ergonomics	Withdrawn 3/13/01
Illumination R4104-4106 (Occupational Health rules only)	Informal approval by LSB
Lead	Final, effective 10/12/00
Methylenedianiline	Final, effective 8/7/00
Medical Services/First Aid R4401	Informal approval by LSB
Personal Protective Equipment	Final, effective 9/28/00
Powered Industrial Trucks R3225 (OH Rules only)	Rescinded due to duplication
Respirators in Dangerous Atmoshperes (OH Rules only)	Rescinded due to replacement

Construction

Gases, Vapors, Fumes, Dust & Mist R6201	Informal approval by LSB
Noise in Construction R6260	Final, effective 10/6/00
Personal Protective Equipment for Construction R6260	Final, effective 8/15/00

The MIOSHA Standards Division assists in the promulgation of Michigan occupational safety and health standards. To receive a copy of the MIOSHA Standards Index (updated May 2000) or for single copies and sets of safety and health standards, please contact the Standards Division at 517.322.1845.

RFR	Request for Rulemaking
ORR	Office of Regulatory Reform
LSB	Legislative Services Bureau
JCAR	Joint Committee on Administrative Rules

Variances

Published July 20, 2001

Following are requests for variances and variances granted from occupational safety standards in accordance with rules of the Department of Consumer & Industry Services, Part 12, Variances (R408.22201 to 408.22251).

Variances Requested Construction

Part and rule number from which variance is requested
Part 8-Material Handling: Rule R408.40833, Rule 833(1)
Summary of employer's request for variance
To allow employer to tandem lift structural steel members under controlled conditions and with stipulations.
Name and address of employer
American Erectors, Inc.
Location for which variance is requested
Altair Engineering Building, Troy
Detroit Lion Training Facility, Dearborn
Name and address of employer
Bristol Steel & Conveyor Corp.
Location for which variance is requested
Compuware Headquarters, Campus Martius, Detroit
Ford Rouge Complex, Dearborn
Name and address of employer
Douglas Steel Erection Company
Location for which variance is requested
Troy Community Center, Troy
William Beaumont Hospital West Addition, Troy
Michigan Catholic Conference Headquarters, Lansing
Name and address of employer
General Steel Erectors, Inc.
Location for which variance is requested
Lakes Development, Brighton
Name and address of employer
McGuire Steel Erection, Inc.
Location for which variance is requested
MSX International, Southfield
Farmington Hills Corp. Center, Farmington
Solanus Casey Center, Detroit
Guernsey Farm Freezer Addition, Northville
Name and address of employer
Sova Steel, Inc.
Location for which variance is requested
Motorola Project, Farmington Hills
Taylor Sports Complex, Taylor
Name and address of employer
Whaley Steel Corp.
Location for which variance is requested
St. Joseph Mercy Hospital, Ypsilanti
Oakland U; Edu. & Human Services Bldg., Rochester
Kvaerner Songer/kinder Morgan Power Co., Jackson
Name and address of employer
Whitmore Steel
Location for which variance is requested
Lion Stadium
General Motors, Milford

Part and rule number from which variance is requested
Part 12 - Scaffolds and Scaffold Platforms: Rule R408.41233, Rule 1233 (1)
Summary of employer's request for variance
To allow the employer to use a 14 inch wide platform on a swing stage scaffold according to certain stipulations.
Name and address of employer
D. C. Byers Company/Detroit
Location for which variance is requested
Midfield Terminal Parking Structure, Wayne County

Part and rule number from which variance is requested
Part 13 -Mobile Equipment: Ref. #1926.1000 (a) (1&2) (b)
Summary of employer's request for variance
To allow the employer to work under overhead conveyor obstructions in an assembly plant to dig shallow foundation pad excavations without the use of rollover equipment providing certain stipulations are adhered to.
Name and address of employer
Nagle Paving
Location for which variance is requested
Walbridge Ald. Vehicle Eng.Cen.Pkg Structure, Warren

Part and rule number from which variance is requested
Part 26 - Steel & Precast Erection: Rule R408.42656 (1) (a), rule 42656 (1) (a)
Summary of employer's request for variance
To allow employer to use part 45, Safety Net Regulations in lieu of Part 26.
Name and address of employer
Coutour Steel
Location for which variance is requested
GM Global Wintergarden Project, Detroit
Name & address of employer
Mero Structures, Inc.
Location for which variance is requested
GM Global Wintergarden Project, Detroit

Part and rule number from which variance is requested
Part 32 - Aerial Lift Platforms: Rule R408.43209, Rule 43209 (8)
Summary of employer's request for variance
To allow employer to firmly secure a scaffold plank to the top of the intermediate rail of the guardrail system of an aerial lift for limited use as a work platform provided certain stipulations are adhered to.
Name & address of employer
Hi-Tech Electric Co.
Location for which variance is requested
Metro Airport Midfield Terminal Project, Detroit

Variances Granted Construction

Part and rule number from which variance is requested
Part 8-Material Handling: Rule R408.40833, rule 833(1)
Summary of employer's request for variance
To allow employer to tandem lift structural steel members under controlled conditions and with stipulations.
Name and address of employer
Douglas Steel Erection Company
Location for which variance is requested
Uof M Palmer Dr. Life Sciences Institute, Ann Arbor
Name and address of employer
Johnson Steel Fabrication, Inc.
Location for which variance is requested
Borg Warner Powertrain Technical Center, Auburn Hills
Breslin Student Events Center - Addition, East Lansing
Name and address of employer
MBM Fabricators & Erectors
Location for which variance is requested
Detroit Water & Sewerage Dept., Detroit
Name and address of employer
McGuire Steel Erection, Inc.
Location for which variance is requested
Ashley Mews Townhomes, Ann Arbor
Name and address of employer
Midwest Steel, Inc.
Location for which variance is requested
Ford Heritage Assembly Plant, Dearborn
General Motors Tech Center, Warren
Name and address of employer
Whitmore Steel
Location for which variance is requested
Ford Child Care, Sterling Heights

Part and rule number from which variance is requested
Part 13 - Mobile Equipment: Ref. #19261000 (a) (1&2) (b)
Summary of employer's request for variance
To allow the employer to work under overhead conveyor obstructions in an assembly plant to dig shallow foundation pad excavations without the use of rollover equipment providing certain stipulations are adhered to.
Name and address of employer
Merlyn contractors, Inc.
Location for which variance is requested
General Motors Technological Center, Warren

Part and rule number from which variance is requested
Part 14 - Tunnels, Shafts, Caissons and Coffererdams: R408.41482, Rule 1482(g)
Summary of employer's request for variance
To allow employees to remain in the caisson under controlled conditions when material is being hoisted from the caisson and according to certain stimulations.
Name and address of employer
The Millgard Corporation
Location for which variance is requested
Detroit Edison Monroe Power Plant, Monroe

Part and rule number from which variance is requested
Part 8 - Material Handling and Part 20 - Demolition: Rules R408.40831 (8) and Rule R408.42034 (6)
Summary of employer's request for variance
To allow material to be dropped more than 20 feet outside the exterior of the building without the use of a chute.
Name and address of employer
JKM Roofing
Location for which variance is requested
Detroit Public Schools Roof Replacement Program, Detroit

Part and rule number from which variance is requested
Part 32-Aerial Lift Platforms: Rules R408.43209 Rule 3209
Summary of employer's request for variance
To allow employer to firmly secure a scaffold plank to the top of the intermediate rail of the guardrail system of an aerial lift for limited use as a work platform provided certain stipulations are adhered to.
Name and address of employer
Midwest Steel, Inc.
Location for which variance is requested
Detroit Axle Plant Addition, Detroit
Ford heritage Assembly Plant, Dearborn
Name and address of employer
Michigan Mechanical Insulation, Inc.
Location for which variance is requested
Northwest Airlines Midfield Terminal Site, Romulus

Part and rule number from which variance is requested
Part 45 - Fall Protection: Ref. #1926.502 (g) (1) (ii)
Summary of employer's request for variance
When erecting precast concrete members, to allow the control line to be erected not less than 6 ft. nor more than 80 ft. from the edge.
Name and address of employer
Alberici - Walsh - PBM
Location for which variance is requested
Midfield Parking Structure, Detroit ■

Educational Services

Cont. from Page 6

Hazard Communication or Employee Right to Know - This standard establishes requirements for workplaces that use or produce hazardous chemicals, and applies to all workplaces covered by MIOSHA including school districts. This impacts school personnel engaged in maintenance, groundskeeping, janitorial, food preparation, etc. It requires a written program which describes how the employer intends to implement the requirements. Secondly, a list of all hazardous substances must be compiled and a Material Safety Data Sheet (MSDS) obtained for each chemical. Employee training is a vital component of this standard, and appeared to be lacking in many districts. Districts also seemed to have difficulty in developing a comprehensive hazardous material listing, which may indicate a need for better communication between the various levels within the educational systems.

Personal Protective Equipment Standard for General Industry, Part 33 - This standard requires employers to conduct an assessment of the workplace in order to determine if any hazards are present to which employees are exposed (not students), that necessitates the use of some type of protective equipment. The assessment must be in writing. Generally, districts seem to be doing a good job in providing the needed equipment, the formal written analysis was lacking and enforcement and training do not appear to be uniformly applied.

Control of Hazardous Energy Sources - Commonly referred to as lockout-tagout, this standard was an issue at the majority of the districts visited. The districts were aware that lockout was required when the unintended release of energy could cause injury during service or maintenance operations. However, the need to develop a program and procedures, conduct training and audits of the procedures was almost universally lacking. Also, there appeared to be a need for greater understanding of the requirement to lockout electrical circuits while engaged in such tasks as changing ballasts in flourescent lights.

Confined Space - Schools must survey their facilities to determine whether any spaces exist which would be considered a confined space. According to the MIOSHA Confined Space standard, an area must be considered a confined space if it meets three requirements. First, it is large enough to enter. Second, it is not intended for continuous occupancy. And third, it has the potential for oxygen deficiency, toxic or explosive atmospheres, or engulfment or other physical hazards exist. If a district requires employees to enter confined spaces, a confined space program must be developed and implemented.

Compliance Activities

In addition to CET outreach activities, the strategies adopted for this performance goal also call for general industry safety or health inspections in sites throughout the state identified as having large numbers of employees and with the highest LWDCR (Lost workday case rates), as well as at randomly selected sites. During the initial strategic plan years, only a limited number of inspections will be conducted. In subsequent years, inspection activity will be increased.

The inspection approach uses workers' compensation data to identify districts experiencing greater numbers of compensable workers' compensation injuries. A single educational facility within the district is identified for inspection along with the support facilities which serve the educational facility. For example, if an educational facility receives maintenance from a central maintenance unit, that unit would be inspected as well as the educational facility.

MIOSHA only has jurisdiction when there is an employer/employee relationship and there is exposure to a hazard. Consequently, only employees of the educational institution would be covered by MIOSHA regulations. Students attending these institutions are protected by MIOSHA requirements to the extent that they may be employed by the educational organization, irrespective of student status.

CET Services

It is hoped that MIOSHA program efforts to reach public sector education services will result in not only a greater degree of compliance with MIOSHA regulations, but achieve the even greater goal of reducing workplace injuries and illnesses in the educational sector.

To learn more about MIOSHA requirements that apply to public-sector educational services, please contact the CET Division at **517.322.1809**. CET Services include: seminars, onsite consultant visits, or information packets. ■

71st Annual Michigan Safety Conference

Safety Professional of the Year

Timothy J. Koury
Manager of Environmental Health & Safety
Textron Automotive Company

Timothy J. Koury has served as Manager of Environmental Health and Safety for Textron Automotive Company since September 2000. Prior to that, he served as Safety Director for Blue Water Plastics in Marysville, MI, for 14 years and was responsible for the environmental, health, and safety programs. Blue Water Plastics has 11 national locations, with over 1,300 employees.

The safety program established by Tim at Blue Water Plastics has been identified by MIOSHA as one of the best in the state. The manufacturing facilities have a history of seven MIOSHA inspections without a violation, citation, or fine. The company received three MIOSHA Ergonomic Success Awards.

Tim is currently Vice Chairperson of the MIOSHA General Industry Safety Standards Commission, where he has been a member since 1994. He has been active with the Society of the Plastics Industry in developing the Horizontal Injection Molding Standard.

Lynn O'Donnell and Timothy Koury.

Distinguished Service Award

Lynn C. O'Donnell, CIH
Executive Director
American Board of Industrial Hygiene

Lynn O'Donnell joined the Michigan Safety Conference in 1986 and has 15 years of uninterrupted service. She served on the Industrial Hygiene Division from 1986 to 1989, and 1998 to present. Lynn was the Arrangements Chairperson from 1989 to 1994, which is a year-long commitment. She has been on the Board of Directors since 1987, culminating in her service as President in 1994-95.

Lynn received the John J. Bloomfield Award in May of 1981 for up and coming industrial hygienists and was elected to Fellow member status of the American Industrial Hygiene association in 1994. She served on that board from 1989 to 1992. She has been President of the Western Michigan Section of the American Industrial Hygiene Association and served on the Grand Valley State University Occupational Safety and Health Program Advisory Board for six years. Lynn has been Executive Director of the American Board of Industrial Hygiene since 1991.

Needlestick Revisions

Cont. from Page 1

from hazards associated with bloodborne pathogens. It does, however, specify in greater detail the engineering controls, such as safer medical devices, which must be used to reduce or eliminate worker exposure.

Exposure Control Plan

The revision includes new requirements regarding the employer's Exposure Control Plan, including an annual review and update to reflect changes in technology that eliminate or reduce exposure to bloodborne pathogens. The employer must:

- Take into account innovations in medical procedure and technological developments that reduce the risk of exposure (e.g., newly available medical devices designed to reduce needlesticks); and
- Document consideration and use of appropriate, commercially-available, and effective safer devices (e.g., describe the devices identified as candidates for use, the method(s) used to evaluate those devices, and justification for the eventual selection).

Above–*Mary Ware, a clinic technician with the Ingham County WIC Program, is using a safe blood-collecting device.* **Below**–*This close-up demonstrates the permanently retractable, non-reusable lancet used by Ware, which the Ingham County Health Department is evaluating.*

No one medical device is considered appropriate or effective for all circumstances. Employers must select devices that, based on reasonable judgment:

- Will not jeopardize patient or employee safety or be medically inadvisable; and
- Will make an exposure incident involving a contaminated sharp less likely to occur.

The key to selection is appropriate, effective and improved protection to reduce employee exposure. Not all safer designs meet these criteria. Field testing is a critical component of the evaluation process.

Employee Input

Employers must solicit input from nonmanagerial employees responsible for direct patient care regarding the identification, evaluation, and selection of effective engineering controls, including safer medical devices. Employees selected should represent the range of exposure situations encountered in the workplace, such as those in geriatric, pediatric, nuclear medicine, emergency services, and others involved in direct care of patients.

Documentation of Employee Input

Employers are required to document, in the Exposure Control Plan, how they received input from employees. This obligation can be met by:

- Listing the employees involved and describing the process by which input was requested; or
- Presenting other documentation, including references to the minutes of meetings, copies of documents used to request employee participation, or records of responses received from employees.

Recordkeeping

Employers with employees who are occupationally exposed to blood or other potentially infectious materials, and are required to maintain a log of occupational injuries and illnesses under existing recordkeeping rules (Part 11, Administrative Rules), must also maintain an additional **sharps injury log**. At a minimum, the sharps injury log will contain the following:

- The type and brand of device involved in the incident;
- Location of the incident (e.g., department or work area); and
- Description of the incident.

The sharps injury log may include additional information as long as an employee's privacy is protected. The format of the log can be determined by the employer. Employers with 10 employees or less are not required to keep the MIOSHA log or the sharps injury log.

Modification of Definitions

The revised standard includes expanded definitions of key terms relating to engineering controls. Two terms have been added to the standard, while the description of an existing term has been amended.

Engineering Controls

Engineering Controls include all measures that isolate or remove a hazard from the workplace, such as sharps disposal containers and self-sheathing needles. The original bloodborne pathogens standard was not specific regarding the applicability of various engineering controls (other than the above examples) in the healthcare setting.

The revision now specifies that "safer medical devices, such as sharps with engineered sharps injury protections and needleless systems" constitute an effective engineering control, and must be used where feasible.

Sharps with Engineered Sharps Injury Protections

This new term includes nonneedle sharps or needle devices containing built-in safety features that are used for collecting fluids or administering medications or other fluids, or other procedures involving the risk of sharps injury. This description covers a broad array of devices, including:

- Syringes with a sliding sheath that shields the attached needle after use;
- Needles that retract into a syringe after use;
- Shielded or retracting catheters; and
- Intravenous medication (IV) delivery systems that use a catheter port with a needle housed in a protective covering.

Needleless Systems

This new term defines devices which provide an alternative to needles for various procedures to reduce the risk of injury involving contaminated sharps. Examples include:

- IV medication systems which administer medication or fluids through a catheter port using non-needle connections; and
- Jet injection systems which deliver liquid medication beneath the skin or through a muscle.

Background

OSHA originally published the Occupational Exposure to Bloodborne Pathogens standard in 1991, because of the significant health risk associated with exposure to viruses and other microorganisms that cause bloodborne diseases. Of primary concern was the human immunodeficiency virus (HIV), and the hepatitis B and C viruses. In Michigan, an occupational health standard essentially equivalent to the OSHA standard became effective July 15, 1993.

The standard set forth requirements for employers with workers exposed to blood or

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Needlestick Revisions

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other potentially infectious materials. Employers were required to implement an exposure control plan for the worksite with details on employee protection measures. In the plan employers are to describe how they will: use a combination of engineering and work practice controls; ensure the use of personal protective clothing and equipment; and provide training, medical surveillance, hepatitis B vaccinations, and signs and labels, among other provisions.

In September 1998, OSHA asked the public for details on engineering and work practice controls used to prevent needlesticks. They received nearly 400 responses from the healthcare community. They learned that safer devices exist, but they aren't in widespread use–which means there are many needlesticks occurring that could be prevented.

Based on the information received, OSHA updated its bloodborne pathogens compliance directive effective Nov. 5, 1999. The directive did not change the standard, but it did clarify the standard's requirements. OSHA is currently in the process of issuing a new compliance directive, which upon adoption by MIOSHA, will guide our administration of the new needlestick provisions.

MIOSHA Outreach Services

MIOSHA is reaching out to educate employers, healthcare workers, and the general public on the new needlestick requirements. In accordance with our emphasis to "educate before we regulate," MIOSHA has planned a **90-day outreach and education effort** before enforcing the **new provisions** of the standard on **Oct. 18, 2001**. Meanwhile, enforcement will continue for requirements contained in the original standard.

The **Consultation Education and Training (CET) Division** is planning workshops throughout the state, in cooperation with healthcare associations, to assist employers with the revised standard. The three-hour workshops will include: standard requirements and revisions, elements of an exposure control plan, engineering controls, selection criteria, and the new sharps injury log. Interested healthcare workers should contact **CET Division Health Consultant Jenelle Thelen** at 517.322.1809 for details.

In March and April of this year, CET in cooperation with six professional healthcare associations, sponsored a series of seminars explaining the 1999 Compliance Directive and new enforcement procedures.

The CET Division is available to support your healthcare education and training needs. Outreach kits are available through CET to assist employers with compliance activities. For information call **517.322.1809**. ■

Lockout it Out

Cont. from Page 5

get the program off to a good start, followed by ongoing management commitment and involvement to ensure the program takes root and continues.

Management commitment is critical in providing leadership necessary for success. Employees must be able to visibly see that top management puts emphasis on safety and health issues, including lockout-tagout. Line managers and supervisors must be consistent in their commitment and in following safety and health rules and work practices.

Do it Right–*Above is proper lockout on an electrical panel.*

Lockout/Tagout Requirements

MIOSHA Part 85, Control of Hazardous Energy Sources, requires employers to plan for the control of energy during servicing and/or maintenance of machines where unexpected energization or motion, start up, or release of stored energy could cause injury. It requires that employers plan for the control of energy by doing the following:

- Establish an energy control program,
- Develop, document and utilize lockout/tagout procedures,
- Provide employees appropriate training,
- Provide, at no cost to employees, equipment required by the lockout/tagout procedures,
- Ensure continued competency through inspections and retraining.

Part 85 covers servicing and maintenance of machines, equipment and associated activities. The purpose is to protect employees from injury due to unexpected or unintended motion, energization, start-up or release of stored energy from the machine, equipment, or process.

Energy sources include electrical, pneumatic, hydraulic, mechanical, thermal, and chemical. There may also be stored or residual energy that may remain once the primary energy source is shut down. Stored energy may result from steam, air pressure, compression of springs, electrical capacitors, or gravity.

Normal production operations are not covered by the standard. However, servicing and/or maintenance during normal production operations are covered by Part 85 in the following circumstances:

- An employee is required to remove or bypass a guard or other safety device;
- An employee is required to place any part of his or her body into an area on a machine or piece of equipment where work is actually performed on the material being processes (point of operation);
- An employee is exposed to an associated danger zone during a machine operating cycle.

In addition MIOSHA Part 40, Electrical Safety-Related Work Practices, addresses safe work practices including lockout where the hazard to the employee is electrical.

Other MIOSHA standards which apply to specific processes or industries may also contain lockout requirements which may go beyond Part 85 and Part 40. In these cases, the lockout requirement of the specific standard preempts the tagout option contained in Part 85. However, the procedural and training requirements of Part 85 continue to apply as well so that the end result is a complete program for protecting employees from energy hazards.

Join the Crusade

If your workers are required to perform servicing or maintenance, must remove or bypass guards to perform a tasks, place any part of their body in the point of operation of a machine or is exposed to associated danger, please join the crusade for full lockout-tagout compliance. Establish a program and procedures, provide training and equipment, and make compliance a priority in your workplace.

Assistance in establishing or strengthening your company lockout-tagout program is available by contacting the Consultation Education and Training Division at 517.322.1809. Consultants are available to work with companies in their workplace. In addition, an excellent resource, the Lockout/Tagout Compliance Guide, SP-27 is also available. ■

How To Contact Us

MIOSHA Complaint Hotline	**800.866.4674**
Fatality/Catastrophe Hotline	**800.858.0397**
General Information	**517.322.1814**
Free Safety/Health Consultation	**517.322.1809**

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Website: www.cis.state.mi.us/bsr

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MI SHA news

Consumer & Industry Services
Bureau of Safety & Regulation
Director: Douglas R. Earle

MIOSHA News is a quarterly publication of the Bureau of Safety & Regulation, which is responsible for the enforcement of the Michigan Occupational Safety and Health Act (MIOSHA).

The purpose is to educate Michigan employers and employees about workplace safety and health. This document is in the public domain and we encourage reprinting.

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