



**Michigan
State OSHA Annual Report (SOAR)
Consultation Annual Project Report (CAPR)**

FY 2009

12/22/2009

CONTENTS

INTRODUCTION

SECTION 1 – EMPHASES AND PERFORMANCE FOR STRATEGIC GOALS 1 - 3	Page 1
SECTION 2 – PRIMARY OUTCOME MEASURE SUMMARY CHART FY 2009.....	Page 28
SECTION 3 – CONSULTATION, EDUCATION AND TRAINING (CET) GRANTS....	Page 29
SECTION 4 – STATE INTERNAL EVALUATION PLAN.....	Page 30
SECTION 5 – PROGRAM ACCOMPLISHMENTS FY 2009.....	Page 32
SECTION 6 – COMMUNICATIONS ACCOMPLISHMENTS.....	Page 45

INTRODUCTION

The combined State OSHA Annual Report/Consultation Annual Project Report (SOAR/CAPR) for FY 2009 provides a summary of MIOSHA activities and results for the Strategic Plan, grant commitments, and other program accomplishments. The strategic goals, objectives, and emphases have provided the focus for MIOSHA's enforcement, education and training, outreach, and administrative programs.

During FY 2009, MIOSHA initiated and/or continued activities directly related to the first year of a new five-year MIOSHA Strategic Plan for FY 2009-2013. MIOSHA met many goals for FY 2009 strategic plan emphases and exceeded some. MIOSHA has taken a new approach to some of the industries identified for strategic plan emphases, selecting 13 industries with I&I rates above the state average, but not making a full five-year commitment to each. MIOSHA will determine whether or not to continue an emphasis after a 20 percent reduction has been achieved. Although a 20 percent reduction was not expected for industries in year one of the five-year plan, reductions greater than 20 percent were noted for four of the 13 general industries:

- 31% Decrease for Plastics & Rubber Products Manufacturing,
- 43% Decrease for Nonmetallic Mineral Product Manufacturing,
- 26% Decrease for Recyclable Material Merchant Wholesalers, and
- 30% Decrease for Merchant, Wholesalers, Nondurable Goods.

Section 1 of the SOAR/CAPR for FY 2009 covers performance related to Strategic Goals 1, 2, and 3. Section 2 is a Primary Outcome Measure Summary Chart. Section 3 lists the Consultation Education and Training (CET) Grants and links them to strategic plan emphases. Section 4 includes the State Internal Evaluation Plan (SIEP). Section 5 includes MIOSHA Program Accomplishments. Section 6 notes the major communication accomplishments for the past year.

During FY 2009, MIOSHA continued existing and initiated new activities to fulfill the overall mission of the program—to reduce workplace fatalities, injuries, and illnesses. Some major program accomplishments during FY 2009 included:

- A ***Protecting Workers in Tough Economic Times*** initiative that included: penalty reduction, penalty payment plan, focused inspections, OTS violations not cited if abated immediately, waiver of FOIA fees, prehearing site options, inspection deferrals while working with CETD, good faith credits, MIOSHA Training Institute (MTI) training scholarships, increase in publication limits, improved access to standards, and free loan of safety videos.
- Continued implementation of the MTI Level One courses and the piloting and implementation of more-advanced Level Two courses.
- Participation in the fifth annual "Take a Stand Day" with a record 280 requests for a special one-on-one consultation without citations or penalties from MIOSHA consultation and enforcement staff.
- Continuation of Connecting MIOSHA to Industry initiative with Emotional Intelligence (EI) training for all MIOSHA staff.
- Receipt of the Alfred P. Sloan Award for Workplace Flexibility and Effectiveness in August 2009 for a second consecutive year.

Michigan State OSHA Annual Report (SOAR)
Michigan Consultation Annual Project Report (CAPR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1		Objective #1.1
Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, fewer injuries, illnesses and fatalities.		Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1A-1	Reduce by 20% the rate of worker injuries and illnesses in Beverage & Tobacco Product Mfg. (312)	

Enforcement Indicators	
Inspections completed:	Employees covered:
15	1,015

Compliance Assistance Indicators							
Number of seminars held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
0	0	0	0	0 *	0 **	161 ***	NAV

<p style="text-align: center;">Beverages & Tobacco Product Mfg. I & I 1.1A-1</p> <p style="text-align: center;">I & I Rates</p> <p style="text-align: center;">Plan Year</p>	<p>Baseline: BLS, 2007 Injuries & Illnesses - 9.2 Sprains & Strains - 160.5</p> <p>Target: 20 % reduction in the rate of injuries and illnesses.</p> <p>Achievement: Rate of 10.0 (BLS, 2008) is a 9% increase. Goal of 20% reduction was not achieved in year 1.</p> <p>Data Source(s): BLS, IMIS/OIS, Internal Measurement System.</p>
---	--

* Individual industry totals for 23(g) consultation only. Total number of hazard surveys was 394, which includes 221 total visits for 21(d) onsite consultation. The 21(d) onsite consultation report does not breakout industries by NAICS.
 ** Individual industry totals for 23(g) consultation only. Total number of consultations was 1,109, which includes 15 total interventions for 21(d) onsite consultation. The 21(d) onsite consultation report does not breakout industries by NAICS.
 *** Press Releases issued (29), Media Advisories (7), MIOSHA News (4), OSHSPA Special Report (1), Seminar Announcements (120).

Michigan State OSHA Annual Report (SOAR)
Michigan Consultation Annual Project Report (CAPR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1	Objective #1.1
Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1A-2	Reduce by 20% the rate of worker injuries and illnesses in Wood Products Mfg. (321)

Enforcement Indicators	
Inspections completed:	Employees covered:
53	1,646

Compliance Assistance Indicators							
Number of seminars held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
20	132	0	0	12 (23g)/*	33 (23g)/**	161 ***	NAV



**Baseline: BLS, 2007
Injuries & Illnesses - 8.0
Sprains & Stains - 160.5**

Target: 20 % reduction in the rate of injuries and illnesses; sprains & strains

Achievement: Rate of 9.0 (BLS, 2008) is 12% increase. Goal of 20% reduction was not achieved in year 1.

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

* Individual industry totals for 23(g) consultation only. Total number of hazard surveys was 394, which includes 221 total visits for 21(d) onsite consultation. The 21(d) onsite consultation report does not breakout industries by NAICS.
 ** Individual industry totals for 23(g) consultation only. Total number of consultations was 1,109, which includes 15 total interventions for 21(d) onsite consultation. The 21(d) onsite consultation report does not breakout industries by NAICS.
 *** Press Releases issued (29), Media Advisories (7), MIOSHA News (4), OSHSPA Special Report (1), Seminar Announcements (120).

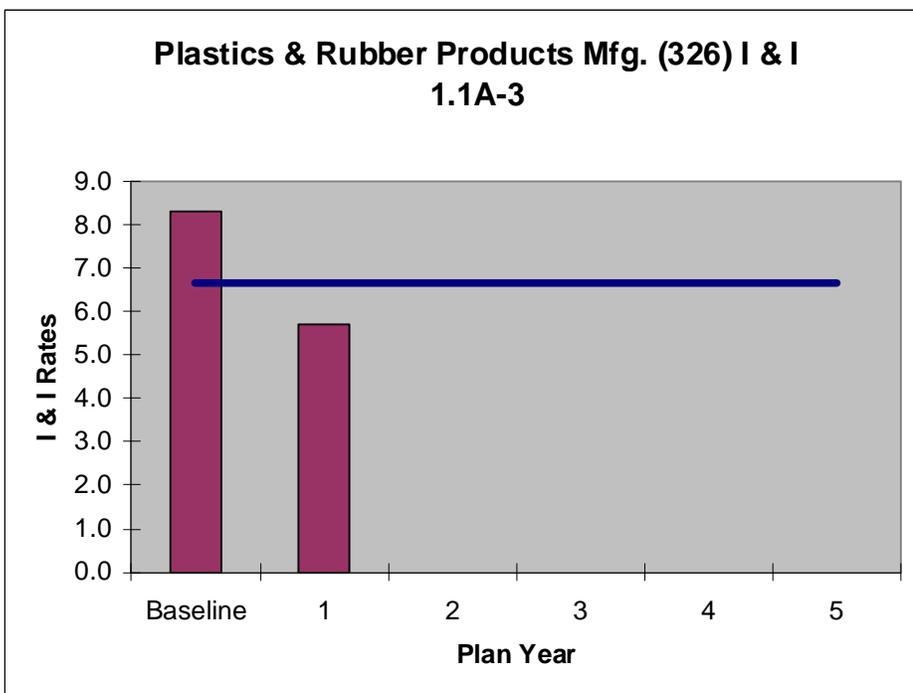
Michigan State OSHA Annual Report (SOAR)
Michigan Consultation Annual Project Report (CAPR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1	Objective #1.1
Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1A-3	Reduce by 20% the rate of worker injuries and illnesses in Plastics & Rubber Products Mfg. (326)

Enforcement Indicators	
Inspections completed:	Employees covered:
91	8,320

Compliance Assistance Indicators							
Number of seminars held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
30	440	0	0	14 (23g)/*	77 (23g)/**	161 ***	NAV



**Baseline: BLS, 2007
Injuries & Illnesses – 8.3
Sprains & Strains – 57.0**

Target: 20 % reduction in the rate of injuries and illnesses

Achievement: Rate of 5.7 (BLS, 2008) is a reduction of 31%, which exceeds in year 1 the goal of 20% reduction.

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

* Individual industry totals for 23(g) consultation only. Total number of hazard surveys was 394, which includes 221 total visits for 21(d) onsite consultation. The 21(d) onsite consultation report does not breakout industries by NAICS.
 ** Individual industry totals for 23(g) consultation only. Total number of consultations was 1,109, which includes 15 total interventions for 21(d) onsite consultation. The 21(d) onsite consultation report does not breakout industries by NAICS.
 *** Press Releases issued (29), Media Advisories (7), MIOSHA News (4), OSHSPA Special Report (1), Seminar Announcements (120).

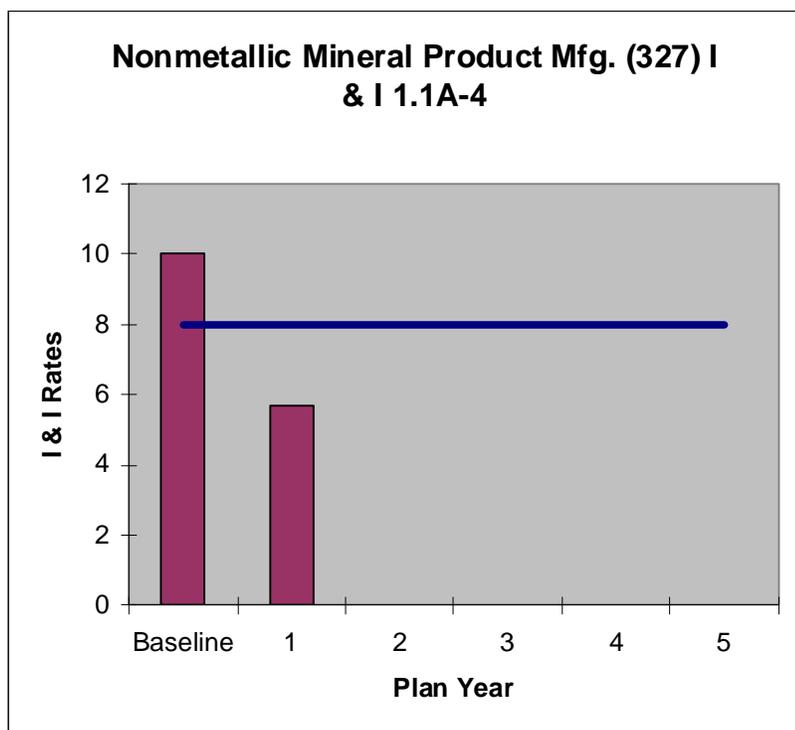
Michigan State OSHA Annual Report (SOAR)
Michigan Consultation Annual Project Report (CAPR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1	Objective #1.1
Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1 A-4	Reduce by 20% the rate of worker injuries and illnesses in Nonmetallic Mineral Product Mfg. (327)

Enforcement Indicators	
Inspections completed:	Employees covered:
22	904

Compliance Assistance Indicators							
Number of seminars held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
12	51	0	0	3 (23g)/*	27 (23g)/**	161 ***	NAV



**Baseline: BLS, 2007
Injuries & Illnesses - 10.0
Sprains & Strains - 49.1**

Target: 20 % reduction in the rate of injuries and illnesses.

Achievement: Rate of 5.7 (BLS, 2008) is a reduction of 43%, which exceeds in year 1 the goal of 20% reduction.

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

* Individual industry totals for 23(g) consultation only. Total number of hazard surveys was 394, which includes 221 total visits for 21(d) onsite consultation. The 21(d) onsite consultation report does not breakout industries by NAICS.
 ** Individual industry totals for 23(g) consultation only. Total number of consultations was 1,109, which includes 15 total interventions for 21(d) onsite consultation. The 21(d) onsite consultation report does not breakout industries by NAICS.
 *** Press Releases issued (29), Media Advisories (7), MIOSHA News (4), OSHSPA Special Report (1), Seminar Announcements (120).

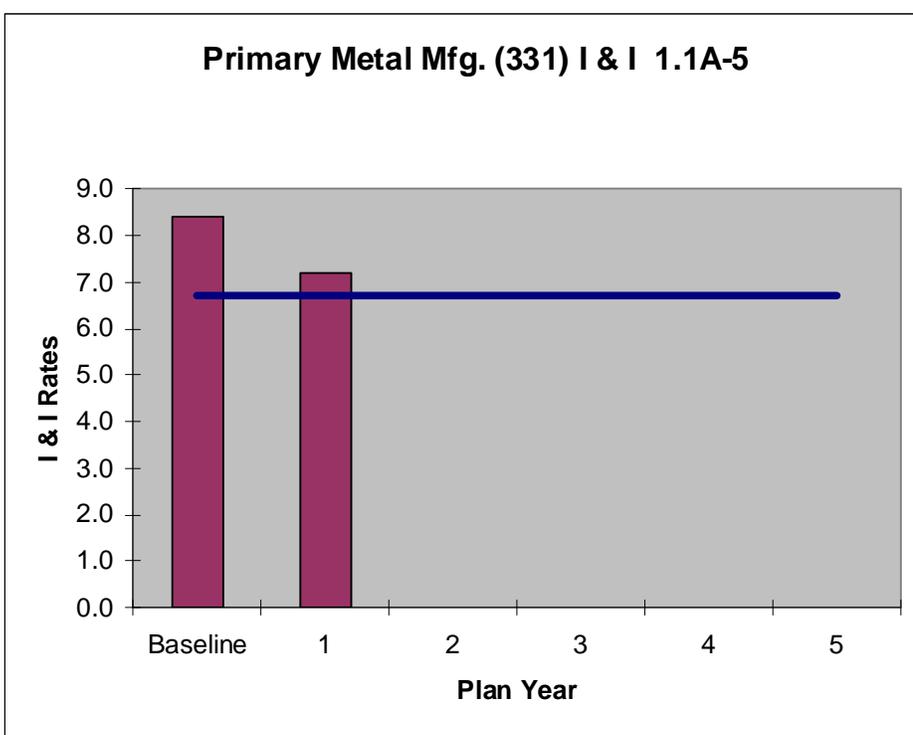
Michigan State OSHA Annual Report (SOAR)
Michigan Consultation Annual Project Report (CAPR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1	Objective #1.1
Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1A-5	Reduce by 20% the rate of worker injuries and illnesses in Primary Metal Mfg. (331)

Enforcement Indicators	
Inspections completed:	Employees covered:
104	6,543

Compliance Assistance Indicators							
Number of seminars held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
72	832	0	0	14 (23g)/*	93 (23g)/**	161 ***	NAV



**Baseline: BLS, 2007
Injuries & Illnesses – 8.4
Sprains & Strains – 56.8**

Target: 20 % reduction in the rate of injuries and illnesses

Achievement: Rate of 7.2 (BLS, 2008) is a reduction of 14%. Goal of 20% reduction was not achieved in year 1.

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

* Individual industry totals for 23(g) consultation only. Total number of hazard surveys was 394, which includes 221 total visits for 21(d) onsite consultation. The 21(d) onsite consultation report does not breakout industries by NAICS.
 ** Individual industry totals for 23(g) consultation only. Total number of consultations was 1,109, which includes 15 total interventions for 21(d) onsite consultation. The 21(d) onsite consultation report does not breakout industries by NAICS.
 *** Press Releases issued (29), Media Advisories (7), MIOSHA News (4), OSHSPA Special Report (1), Seminar Announcements (120).

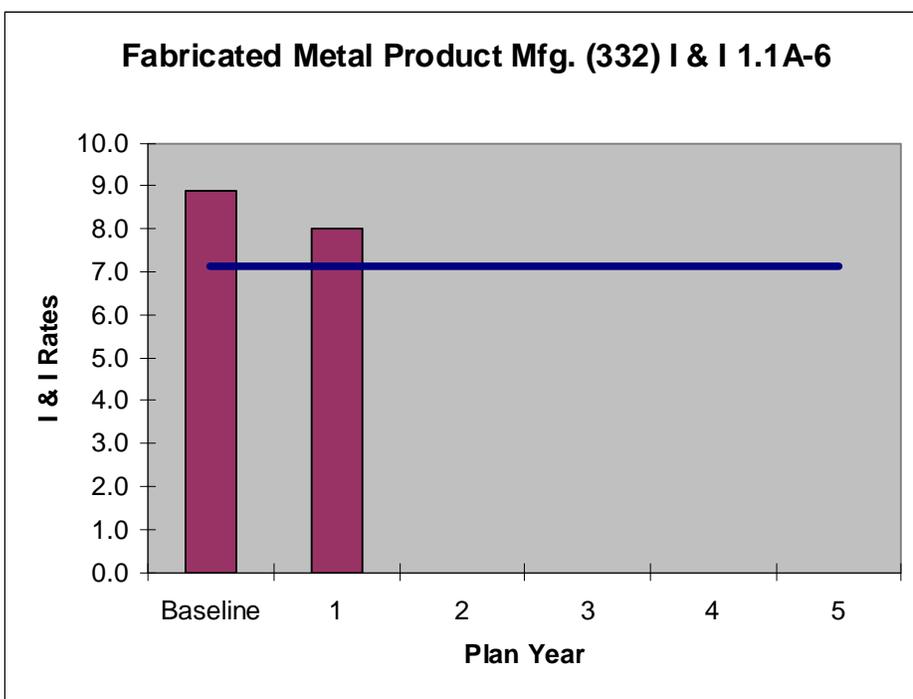
Michigan State OSHA Annual Report (SOAR)
Michigan Consultation Annual Project Report (CAPR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1	Objective #1.1
Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1A-6	Reduce by 20% the rate of worker injuries and illnesses in Fabricated Metal Product Mfg. (332)

Enforcement Indicators	
Inspections completed:	Employees covered:
285	13,127

Compliance Assistance Indicators							
Number of seminars held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
112	1,091	4	1	43 (23g)/*	277 (23g)/**	161 ***	NAV



**Baseline: BLS, 2007
Injuries & Illnesses – 8.9
Sprains & Strains – 69.1**

Target: 20 % reduction in the rate of injuries and illnesses

Achievement: Rate of 8.0 (BLS, 2008) was a reduction of 10%. Goal of 20% reduction was not achieved in year 1.

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

* Individual industry totals for 23(g) consultation only. Total number of hazard surveys was 394, which includes 221 total visits for 21(d) onsite consultation. The 21(d) onsite consultation report does not breakout industries by NAICS.
** Individual industry totals for 23(g) consultation only. Total number of consultations was 1,109, which includes 15 total interventions for 21(d) onsite consultation. The 21(d) onsite consultation report does not breakout industries by NAICS.
*** Press Releases issued (29), Media Advisories (7), MIOSHA News (4), OSHSPA Special Report (1), Seminar Announcements (120).

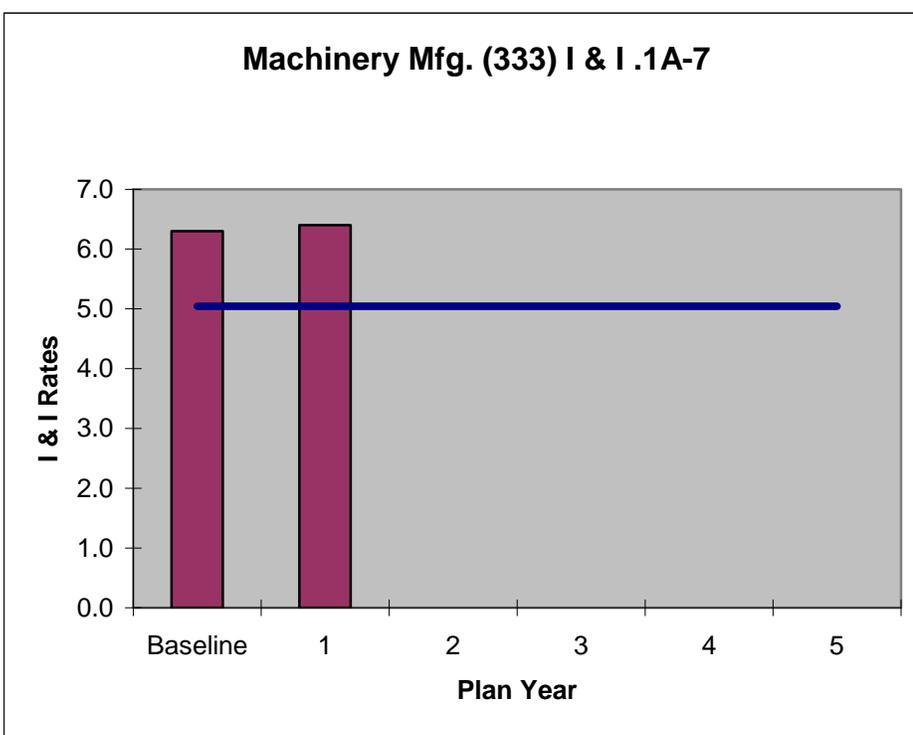
Michigan State OSHA Annual Report (SOAR)
Michigan Consultation Annual Project Report (CAPR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1	Objective #1.1
Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1A-7	Reduce by 20% the rate of worker injuries and illnesses in Machinery Mfg. (333)

Enforcement Indicators	
Inspections completed:	Employees covered:
102	4,640

Compliance Assistance Indicators							
Number of seminars held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
57	581	2	0	17 (23g)/*	172 (23g)/**	161 ***	NAV



Baseline: BLS, 2007 Injuries & Illnesses – 6.3 Sprains & Stains- 25.2

Target: 20 % reduction in the rate of injuries and illnesses

Achievement: Rate of 6.4 (BLS, 2008), an increase of 2%. Goal of 20% reduction was not achieved in year 1.

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

* Individual industry totals for 23(g) consultation only. Total number of hazard surveys was 394, which includes 221 total visits for 21(d) onsite consultation. The 21(d) onsite consultation report does not breakout industries by NAICS.
 ** Individual industry totals for 23(g) consultation only. Total number of consultations was 1,109, which includes 15 total interventions for 21(d) onsite consultation. The 21(d) onsite consultation report does not breakout industries by NAICS.
 *** Press Releases issued (29), Media Advisories (7), MIOSHA News (4), OSHSPA Special Report (1), Seminar Announcements (120).

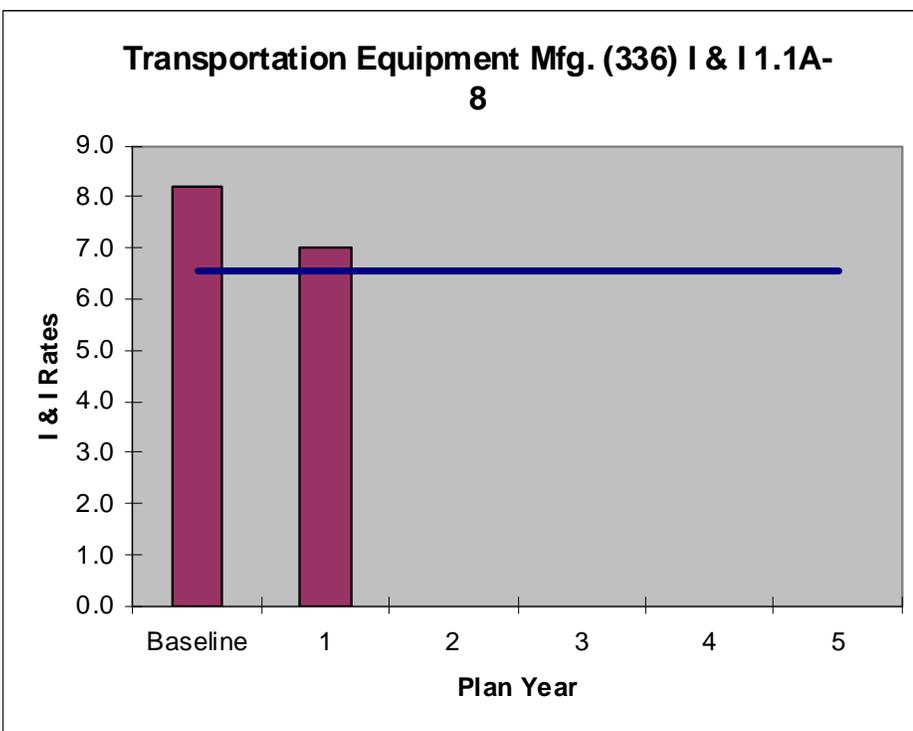
Michigan State OSHA Annual Report (SOAR)
Michigan Consultation Annual Project Report (CAPR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1	Objective #1.1
Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1A-8	Reduce by 20% the rate of worker injuries and illnesses in Transportation Equipment Mfg. (336)

Enforcement Indicators	
Inspections completed:	Employees covered:
190	41,638

Compliance Assistance Indicators							
Number of seminars held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
86	1,257	4	1	29 (23g)/*	221 (23g)/**	161 ***	NAV



**Baseline: BLS, 2007
Injuries & Illnesses – 8.2
Sprains & Stains – 41.3**

Target: 20 % reduction in the rate of injuries and illnesses

Achievement: Rate of 7.0 (BLS, 2008). A reduction of 15%. Goal of 20% reduction was not achieved in year 1.

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

* Individual industry totals for 23(g) consultation only. Total number of hazard surveys was 394, which includes 221 total visits for 21(d) onsite consultation. The 21(d) onsite consultation report does not breakout industries by NAICS.
 ** Individual industry totals for 23(g) consultation only. Total number of consultations was 1,109, which includes 15 total interventions for 21(d) onsite consultation. The 21(d) onsite consultation report does not breakout industries by NAICS.
 *** Press Releases issued (29), Media Advisories (7), MIOSHA News (4), OSHSPA Special Report (1), Seminar Announcements (120).

Michigan State OSHA Annual Report (SOAR)
Michigan Consultation Annual Project Report (CAPR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1		Objective #1.1					
Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, fewer injuries, illnesses and fatalities.		Reduce the rate of worker injuries and illnesses in high-hazard industries.					
Emphasis #1.1A-9		Reduce by 20% the rate of worker injuries and illnesses in Recyclable Material Merchant Wholesalers (423930)					
Enforcement Indicators							
Inspections completed:				Employees covered:			
15				231			
Compliance Assistance Indicators							
Number of seminars held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
0	0	0	0	0/*	0/**	161 ***	NAV
Baseline: BLS, 2007							
Injuries & Illnesses – 4.6 (NAICS 42)							
Sprains & Strains – 59.9							
Note: Michigan-specific I&I data is not available for Recyclable Material Merchant Wholesalers.							
Target: 20% reduction in the rate of injuries and illnesses.							
Achievement: Rate of 3.4 (NAICS 423) (BLS, 2008) is a reduction of 26%, which exceeds the goal of 20% reduction in year 1.							
Data Source(s): BLS, IMIS/OIS, Internal Measurement System							

* Individual industry totals for 23(g) consultation only. Total number of hazard surveys was 394, which includes 221 total visits for 21(d) onsite consultation. The 21(d) onsite consultation report does not breakout industries by NAICS.

** Individual industry totals for 23(g) consultation only. Total number of consultations was 1,109, which includes 15 total interventions for 21(d) onsite consultation. The 21(d) onsite consultation report does not breakout industries by NAICS.

*** Press Releases issued (29), Media Advisories (7), MIOSHA News (4), OSHSPA Special Report (1), Seminar Announcements (120).

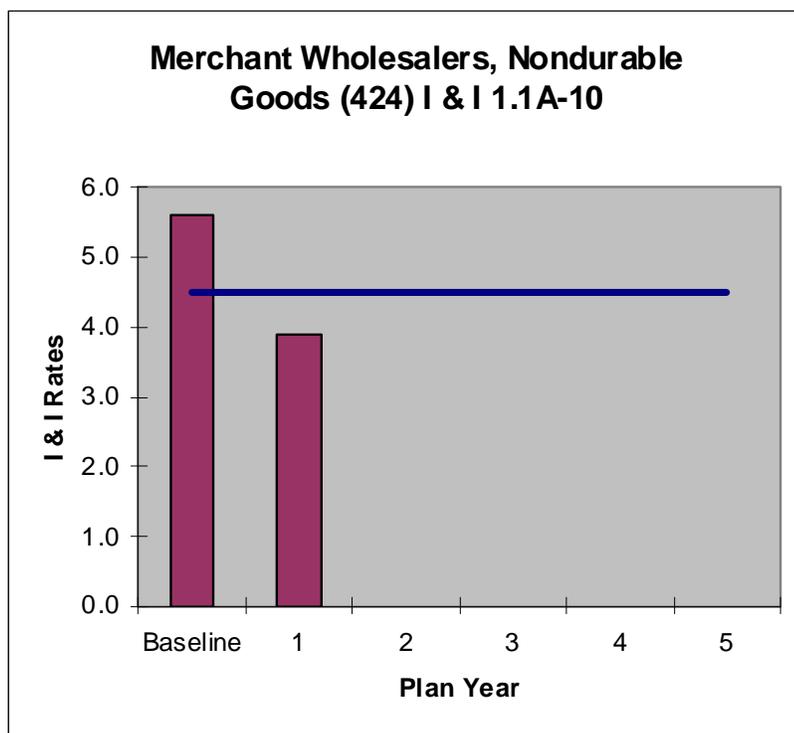
Michigan State OSHA Annual Report (SOAR)
Michigan Consultation Annual Project Report (CAPR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1	Objective #1.1
Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1A-10	Reduce by 20% the rate of worker injuries and illnesses in Merchant Wholesalers, Nondurable Goods (424)

Enforcement Indicators	
Inspections completed:	Employees covered:
46	2,117

Compliance Assistance Indicators							
Number of seminars held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
6	109	0	0	10 (23g)/*	42 (23g)/**	161 ***	NAV



Baseline:
Injuries & Illnesses – 5.6
Sprains & Strains – 41.9

Target: 20 % reduction in the rate of injuries and illnesses

Achievement: Rate of 3.9 (BLS 2008) was a reduction of 30%, which exceeds the goal of 20% reduction.

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

* Individual industry totals for 23(g) consultation only. Total number of hazard surveys was 394, which includes 221 total visits for 21(d) onsite consultation. The 21(d) onsite consultation report does not breakout industries by NAICS.
 ** Individual industry totals for 23(g) consultation only. Total number of consultations was 1,109, which includes 15 total interventions for 21(d) onsite consultation. The 21(d) onsite consultation report does not breakout industries by NAICS.
 *** Press Releases issued (29), Media Advisories (7), MIOSHA News (4), OSHSPA Special Report (1), Seminar Announcements (120).

Michigan State OSHA Annual Report (SOAR)
Michigan Consultation Annual Project Report (CAPR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1	Objective #1.1
Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1A-11	Reduce by 20% the rate of worker injuries and illnesses in Landscaping Services (561730)

Enforcement Indicators	
Inspections completed:	Employees covered:
66	1,183

Compliance Assistance Indicators							
Number of seminars held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
10	435	0	0	1 (23g)/*	17 (23g)/**	161 ***	NAV

Baseline: Michigan-specific I&I data is not available for Landscaping Services (NAICS 561730) due to insufficient data.
Target: 20% reduction in the rate of injuries and illnesses.
Achievement: 66 inspections performed and 58 serious violations were cited.
Data Source: IMIS/OIS, Internal Measurement System

* Individual industry totals for 23(g) consultation only. Total number of hazard surveys was 394, which includes 221 total visits for 21(d) onsite consultation. The 21(d) onsite consultation report does not breakout industries by NAICS.

** Individual industry totals for 23(g) consultation only. Total number of consultations was 1,109, which includes 15 total interventions for 21(d) onsite consultation. The 21(d) onsite consultation report does not breakout industries by NAICS.

*** Press Releases issued (29), Media Advisories (7), MIOSHA News (4), OSHSPA Special Report (1), Seminar Announcements (120).

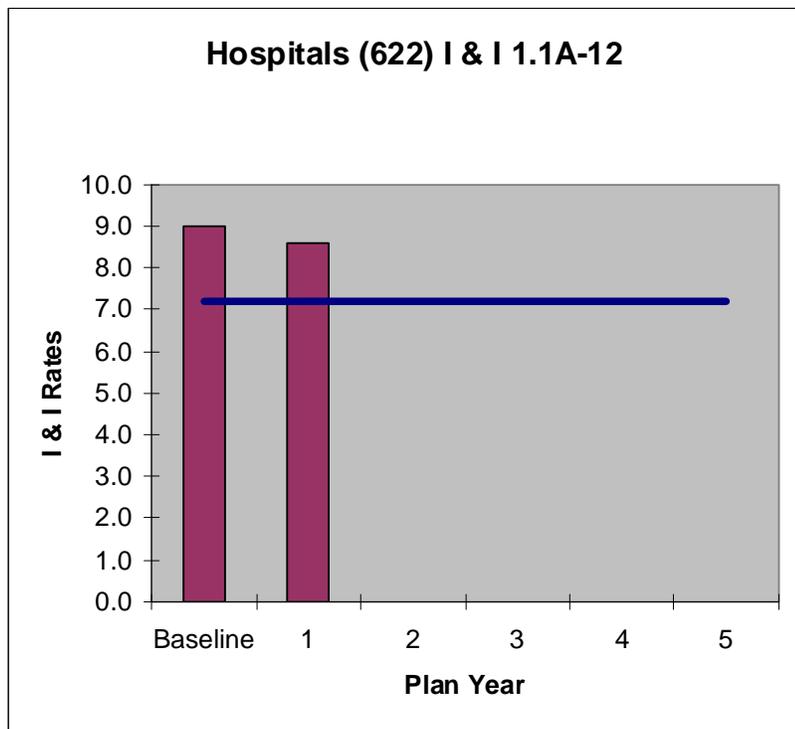
Michigan State OSHA Annual Report (SOAR)
Michigan Consultation Annual Project Report (CAPR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1	Objective #1.1
Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1A-12	Reduce by 20% the rate of worker injuries and illnesses in Hospitals (622)

Enforcement Indicators	
Inspections completed:	Employees covered:
33	28,501

Compliance Assistance Indicators							
Number of seminars held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
22	247	0	0	10 (23g)/*	43 (23g)/**	161 ***	NAV



**Baseline: BLS, 2007
Injuries & Illnesses - 9.0
Sprains & Strains - 100.8**

Target: 20 % reduction in the rate of injuries and illnesses.

Achievement: Rate of 8.6 (BLS, 2008), a reduction of 4%. Goal of 20% reduction was not achieved in year 1.

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

* Individual industry totals for 23(g) consultation only. Total number of hazard surveys was 394, which includes 221 total visits for 21(d) onsite consultation. The 21(d) onsite consultation report does not breakout industries by NAICS.

** Individual industry totals for 23(g) consultation only. Total number of consultations was 1,109, which includes 15 total interventions for 21(d) onsite consultation. The 21(d) onsite consultation report does not breakout industries by NAICS.

*** Press Releases issued (29), Media Advisories (7), MIOSHA News (4), OSHSPA Special Report (1), Seminar Announcements (120).

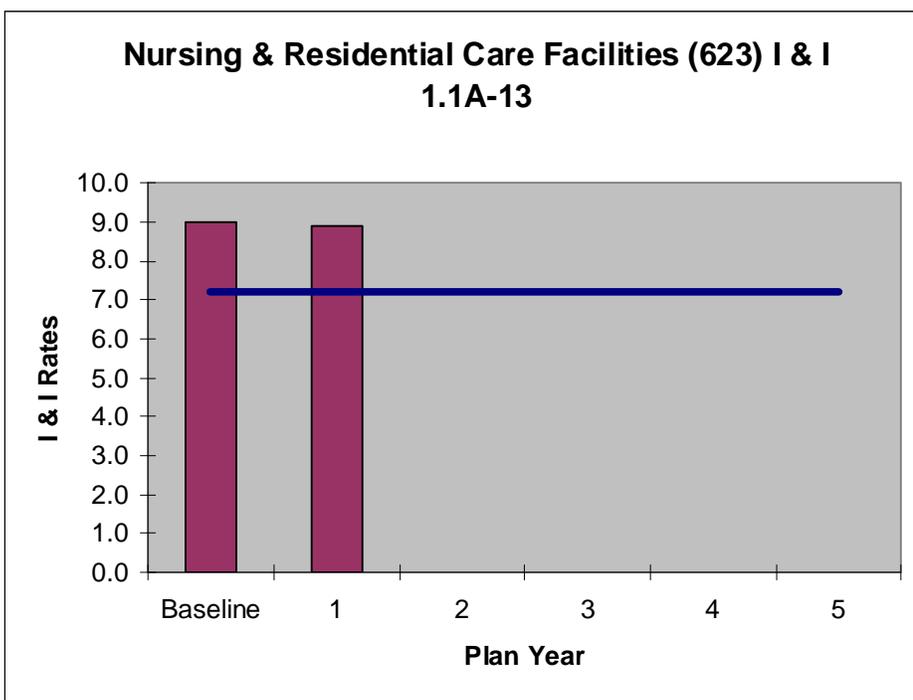
Michigan State OSHA Annual Report (SOAR)
Michigan Consultation Annual Project Report (CAPR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1	Objective #1.1
Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1A-13	Reduce by 20% the rate of worker injuries and illnesses in Nursing & Residential Care Facilities (623)

Enforcement Indicators	
Inspections completed:	Employees covered:
25	2,188

Compliance Assistance Indicators							
Number of seminars held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
25	100	0	0	17 (23g)/*	92 (23g)/**	161 ***	NAV



**Baseline: BLS, 2007
Injuries & Illnesses - 9.0
Sprains & Strains - 119.4**

Target: 20 % reduction in the rate of injuries and illnesses

Achievement: Rate of 8.9 (BLS, 2008) a reduction of 1%. Goal of 20% reduction was not achieved in year 1.

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

* Individual industry totals for 23(g) consultation only. Total number of hazard surveys was 394, which includes 221 total visits for 21(d) onsite consultation. The 21(d) onsite consultation report does not breakout industries by NAICS.
 ** Individual industry totals for 23(g) consultation only. Total number of consultations was 1,109, which includes 15 total interventions for 21(d) onsite consultation. The 21(d) onsite consultation report does not breakout industries by NAICS.
 *** Press Releases issued (29), Media Advisories (7), MIOSHA News (4), OSHSPA Special Report (1), Seminar Announcements (120).

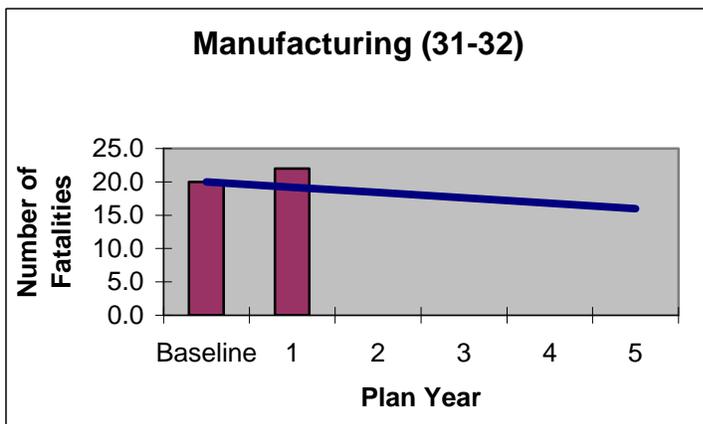
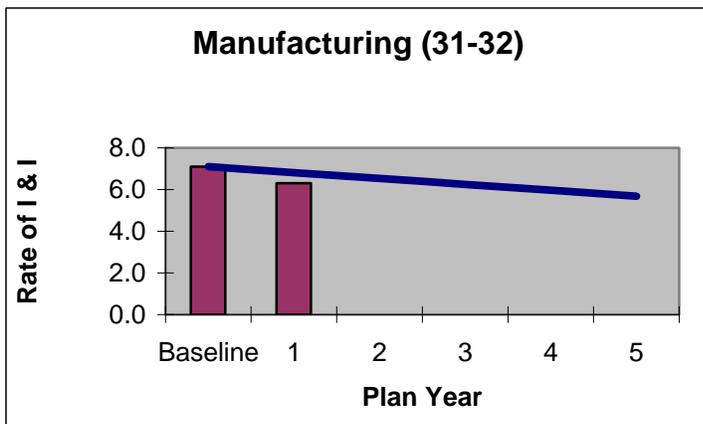
Michigan State OSHA Annual Report (SOAR)
Michigan Consultation Annual Project Report (CAPR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1		Objective #1.2	
Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.		Reduce by 20% the rate of worker injuries, illnesses, and fatalities in general industry workplaces experiencing high rates or with targeted hazards or exposures not covered by Emphasis 1.1.	
Emphasis #1.2	General industry workplaces.		

Enforcement Indicators	
Number of inspections:	Number of employees covered by inspections:
896	40,794

Compliance Assistance Indicators							
Number of seminars:	Number of seminar attendees:	Number of consultation visits:	Number of Michigan Challenge Programs on-going:	Number of Michigan Challenge Programs completed:	Number of hazard surveys:	Number of articles published:	Number of CET grant activities:
22	NAV	111	1	0	73	161 *	NAV



Baselines:
Incidence rate, total recordable cases, per 100 full-time workers [Manufacturing (31-32), BLS, 2007]: 7.1
Number of fatalities, program-related [General Industry]: 20 in CY 2007

Target: Reduce fatalities and illnesses and injuries by 20% (4% per year).

Achievement: Rate of 6.3 (BLS, 2008) is a reduction of 11%, which exceeds goal of 4% for year 1. 22 GI fatalities for CY 2008, which equals a 10% increase.

Data Source(s):
BLS, IMIS/OIS, Internal Measurement System, total recordable case incident rate.

* Press Releases issued (29), Media Advisories (7), MIOSHA News (4), OSHSPA Special Report (1), Seminar Announcements (120).

Michigan State OSHA Annual Report (SOAR)
Michigan Consultation Annual Project Report (CAPR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1	Objective #1.3
Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.	Decrease fatalities in the construction industry by 4% a year over 5 years (20% total for 5 years) by focusing on the four leading causes of fatalities (fall, electrocution, struck-by, crushed by/caught between)
Emphasis #1.3A	Decrease fatalities in the construction industry by 20%.

Enforcement Indicators							
Accident/Incident investigations:	Complaint investigations:	Programmed/Routine inspections:	Residential construction inspections:	Number of partnerships developed and/or enhanced:			
15	76	3,031	159	2			
Compliance Assistance Indicators							
Number of interventions:	Number of training sessions:	Number of onsite consultation visits:	Number of onsite follow-up visits:	Number of seminars:	Number of seminar participants:	Number of newly developed/revised training programs:	Number of alliances developed and/or enhanced:
370	330	104	0	119	5,021	4 new/9 revised	



Baselines:
10.86 (Average for Michigan for CYs 2003-07)

Target: Decrease fatalities in the construction industry by 20% over a five-year period or 4% per year, using a five- year rolling average.

Achievement: CY 2008 had 9.3 fatalities/100,000 workers, which is a 14% decrease from baseline of 10.86. The five-year rolling average is 10.18, a 6% decrease, which exceeds the goal of 4% for year 1.

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

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

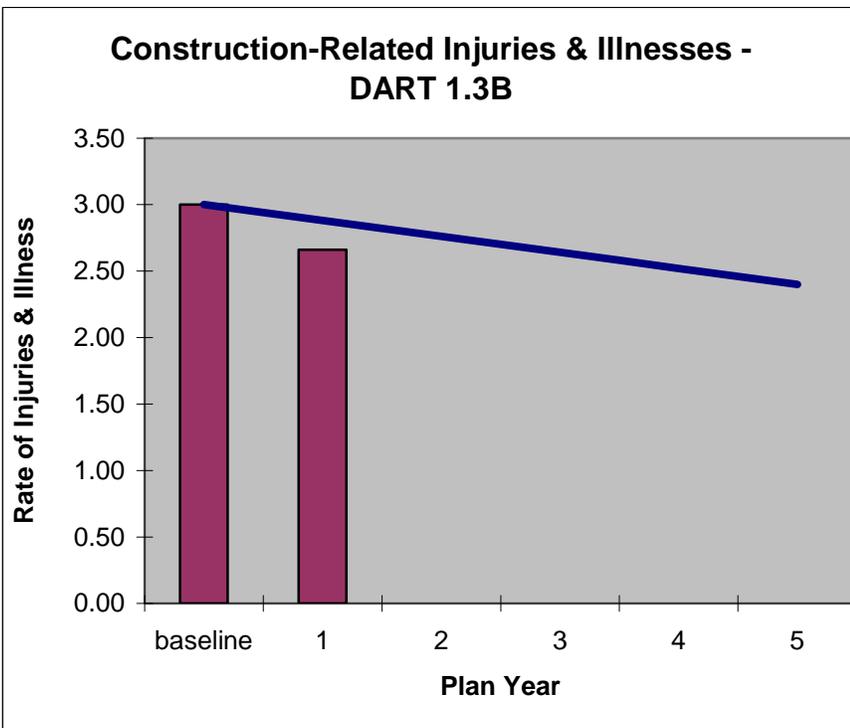
Michigan State OSHA Annual Report (SOAR)
Michigan Consultation Annual Project Report (CAPR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1		Objective #1.3	
Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.		Reduce the number of worker injuries, illnesses and fatalities in construction by focusing attention and resources on the most prevalent types of workplace injuries and illnesses.	
Emphasis #1.3B	Reduce injuries and illnesses in the construction industry by 20%.		

Enforcement Indicators				
Accident/Incident investigations:	Complaint investigations:	Programmed/Routine inspections:	Residential construction inspections:	Number of partnerships developed and/or enhanced:
15	76	3,031	159	2

Compliance Assistance Indicators							
Number of interventions:	Number of training sessions:	Number of consultation visits:	Number of onsite follow-up visits:	Number of seminars:	Number of seminar participants:	Number of newly developed/revised training programs:	Number of alliances developed and/or enhanced:
370	330	104	0	119	5,021	4 new/9 revised	



Baselines: Days away, restricted, transferred (DART) of 3.0/200,000 hours (BLS, 2003 – 2007)

Target: To reduce injuries and illnesses in the construction industry by 20% over a five-year period, or 4% per year.

Achievement: The DART rate for CY 2008 is 2.3, which is a 23% decrease from the baseline of 3.0. The new five-year rolling average is 2.66 (BLS, 2004-2008), or an 11% decrease, which exceeds the year 1 goal of 4% reduction.

Data Source(s):
BLS.

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

Michigan State OSHA Annual Report (SOAR)
Michigan Consultation Annual Project Report (CAPR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

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

Enforcement, Consultation, and Other Indicators			
Number of SHMS evaluations completed:	Number of employers who show improvement in their SHMS:	Number of employers who received an SHMS promotion:	Number of articles written/published by MIOSHA about SHMSs:
348	No outcome measure for year 1.	923	161 *

Baselines:

Initial SHMS evaluations compared to subsequent evaluations conducted during FY 2009-2013.

Target: Promote safety & health management systems (SHMS) during 100% of MIOSHA visits.

Achievement:

SHMSs were promoted during all compliance inspections and consultation interventions. No outcome for this year for improvement in SHMSs.

Outcome Measure/Data Source(s):

IMIS and Internal Measurement System.

Consultation: Using SPSS and the CET Database, determine the percent of employers where their SHMS was promoted and evaluated. Enforcement, using IMIS/OIS, determine the percent of employers where their SHMS has been improved. Consultation, using SPSS and the CET Database, determine the percent of employers where their SHMS has been improved.

Intermediate: During CET return visits, compare recalculated injury and illness rates to initial visits.

* Press Releases issued (29); Media Advisories (7); MIOSHA News (4); OSHSPA Special Report (1); Seminar Announcements (120)

Michigan State OSHA Annual Report (SOAR)
Michigan Consultation Annual Project Report (CAPR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #2		Objective #2.2	
Promote employer and worker awareness of, commitment to, and involvement with safety and health to effect positive change in the workplace culture.		Enhance employer and worker awareness of and participation in the MIOSHA Training Institute (MTI).	
Emphasis #2.2	Increase by 50 each year the number of MTI certificate holders by marketing the MIOSHA Training Institute to targeted groups.		
Consultation and Other Indicators			
Number of MTI contact lists created:	Number of MTI promotional letters mailed:	Number of MTI presentations given to targeted groups:	Number of CET grant proposals for MTI marketing plan received:
2	2,935	365	none
Baselines: FY 2008 MTI attendees (1,801) FY 2008 certificates issued (30)			
Target: Increase the number of MTI certificate holders by 50 each year.			
Achievement: Number of Level 1 and advanced certificate holders – 121, or increase of 91, which exceeds goal of 50 more. Percentage increase in number of MTI attendees – Total number of attendees in FY2009 was 2,131, an increase of 18%.			
Data Source(s): MTI database, Internal Measurement System			

Michigan State OSHA Annual Report (SOAR)
Michigan Consultation Annual Project Report (CAPR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #2	Objective #2.3
Promote employer and worker awareness of, commitment to, and involvement with safety and health to effect positive change in the workplace culture.	Increase participation in MIOSHA cooperative programs.
Emphasis #2.3	The following cooperative programs will increase participation by 15 new MVPP awards; 10 new MSHARP awards; 50 new CET (Bronze, Silver, Gold, & Platinum) Awards; 30 new Michigan Challenge Programs; 10 new Alliances, and 7 new Partnerships.

Consultation Indicators			
Number of cooperative program presentations given at other division meetings:	Number of news releases promoting cooperative programs:	Number of MVPP/MSHARP renewals and re-certifications:	Number of renewals and annual re-evaluations for alliances:
0	161 *	6 **	3 ***

Baselines:

16 alliances and 8 partnerships.

Target:

15 New MVPP awards (three per year)
10 New MSHARP awards (two per year)
50 New CET (Bronze, Silver, Gold, Platinum, Ergo Innovation & Ergo Success) Awards (ten per year)
30 Michigan Challenge Programs (six per year)
10 New Alliances (two per year)
7 New Partnerships (1 or 2 per year)

Achievement: Met or exceeded four of six goals for year 1.

2 - New MVPP Awards (United Water & Marathon) = no
3 - New MSHARP Awards (Arnold Center (2) & MI Pkg.) = yes
9 - New CET (Bronze, Silver, Gold, Platinum, Ergo Innovation & Ergo Success) Awards = no
11 - Michigan Challenge Programs = yes
2 - New Alliances (PMA & ASSE) = yes
2 - New Partnerships (Christman/Accident Fund & Kaminga, Muskegon County WW) = yes

Data Source(s):

Internal measurement using CET program records.

* Press Releases issued (29); Media Advisories (7); MIOSHA News (4); OSHSPA Special Report (1); Seminar Announcements (120)

** MVPP:

Occidental Chemical Corporation (formally Dow Chemical)

Herman Miller Greenhouse

Georgia Pacific Corrugated LLC, Albion

Herman Miller, Holland

Verso, West Michigan

Air Care

MSHARP – 0

*** Alliances:

Office of State Employer

Macomb Community College

Manufacturing Technology Mutual Insurance Company

Michigan State OSHA Annual Report (SOAR)
Michigan Consultation Annual Project Report (CAPR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #2		Objective #2.4	
Promote employer and worker awareness of, commitment to, and involvement with safety and health to effect positive change in the workplace culture.		Connect MIOSHA to industry by promoting the benefits of workplace safety and health through initiatives and communication with employers and employees.	
Emphasis #2.4	Provide safety and health awareness during every intervention.		
Enforcement Indicators			
Percent of initiatives implemented:	Number of contact lists created:	Number of promotional letters mailed to targeted groups:	Number of enforcement visits:
100%	N/A (CETD)	N/A (CETD)	1834
Compliance Assistance Indicators			
Percent of initiatives implemented:	Number of contact lists created:	Number of promotional letters mailed to targeted groups:	Number of CET employer and employee contacts:
100%	2	2,935	NAV
Baselines: For all Michigan industries (including state and local government), DART of 2.4 and TRC of 4.9 (BLS, 2007); the FY 2008 customer comment card satisfactory response rate was 99.2% useful (495 of 499 who responded to the question on 507 cards returned).			
Target: Provide safety & health awareness during every intervention.			
Achievement: Michigan DART of 2.2 and TRC of 4.5 (BLS, 2008), which equals an 8% decrease and an 8% decrease, respectively, for year 1.			
Data Source(s): CET, IMIS/OIS, BLS and DIT			

MIOSHA received 720 Comment/Suggestion Cards during FY 2009. Results for the three questions:

- 99.2% “Useful” on “How would you rate your overall experience with MIOSHA? (707/713)
- 99.8% “Yes” on “Did you find the staff to be knowledgeable about employee safety and health issues? (702/704)
- 99.0% “Yes” on “Did the staff explain how to correct the safety and health hazards they identified? (676/683)

Tough Economic Times Initiatives: In May 2009, MIOSHA launched an initiative to help employers protect workers during tough economic times. The initiative began with a press release and fact sheet informing employers of recent changes made to the MIOSHA program. In enforcement, these changes include additional penalty reductions, a penalty payment plan, good faith credits, focused inspections, more options for prehearing locations, and inspection deferrals. On the consultation side, CET has more free publications, improved access to standards online, and an expanded selection of DVD titles at the free video loan library. CET will offer scholarships for MTI training in FY 2010. These changes were posted on the MIOSHA web site. In the fall, the initiative will expand into a Safety Pays campaign. That campaign will more widely address with employers the business case for an effective safety and health management system.

Michigan State OSHA Annual Report (SOAR)
Michigan Consultation Annual Project Report (CAPR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #3		Objective #3.1
Strengthen public confidence through continued excellence in the development and delivery of MIOSHA's programs and services.		Foster a culture of integrity, inclusion, teamwork, and excellence to strengthen confidence in the delivery of MIOSHA services.
Emphasis #3.1A	Internal – Implement strategies that nurture collaboration among all MIOSHA team members to enhance effective communication and staff development.	
Indicators		
Percent of staff involved in agency or division workgroups:		Because cross-training is tracked each calendar year, CY 2009 is not completed and available for FY 2009 SOAR/CAPR
Number of MIOSHA Weekly issues:		52
Percent of new employees to receive orientation within three months:		100%
Number of awards:		6 Special Recognition Awards -MIOSHA
Percent of employees participating in cross training:		Admin 40%; Appeals 100%; CET 48%; CSHD 63%; GISHD 58%; MTSD 25%
Number of technical training sessions held:		CET 39, GISHD 25, CSHD 12, MTSD 3
Number of IAMS and OCI survey distributed:		IAMS Sept. 2009; OCI Feb. 2009
Percent of IAMS and OCI survey returned:		~75% for IAMS and ~90% for OCI
Number of employees participating in mentoring:		All new employees were assigned mentors
Baselines: Results from previous surveys, which were in 2003, 2004, and 2006 for IAMS, and were in 2000 and 2005 for OCI.		
Target: Improve (increase) Constructive styles and improve (decrease) Passive/Defensive and Aggressive/Defensive styles for the OCI. For Internal Assessment of Management Strategies (IAMS), to improve or remain the same as previous results for seven core questions included in all four IAMS surveys.		
Achievement: As an Agency, the Organizational Culture Inventory results varied significantly for agency divisions and subgroups. Overall, the primary and secondary styles of MIOSHA were Conventional and Dependent, respectively. MIOSHA improved in one of four Constructive styles, in one of four Passive/Defensive styles, and one of four Aggressive/Defensive styles for the OCI from 2005 to 2009. From 2000 to 2009, MIOSHA improved in all four Constructive styles, in three of four Passive/Defensive styles (and the fourth was unchanged) and in three of four Aggressive/Defensive styles (and the fourth increased 1%). For the Internal Assessment of Management Strategies Survey (IAMS), the percentage of MIOSHA staff who agreed with survey statements increased for five of the seven cores questions from the 2006 IAMS. MIOSHA had lower agreement on both internal and external training questions with 47% agreeing with adequate external training and 62% agreeing with effective internal training. Cross training participation is low due to tracking on a calendar year (CY) basis, but checking before the CY has been completed.		
Outcome Measure/Data Source(s): The Organizational Cultural Inventory is an assessment tool developed and administered by Human Synergistics International. MIOSHA staff took an online version in 2009. For the Internal Assessment of Management Strategies (IAMS), a committee prepared the seven core and four additional questions. Hard copies were distributed to MIOSHA staff at an agency meeting on Sept. 16, 2009 for completion.		

Michigan State OSHA Annual Report (SOAR)
Michigan Consultation Annual Project Report (CAPR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

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

Indicators	
Number of comment cards received via hard copy and website:	720 MIOSHA Comment/Suggestion Cards
Number of visits to the website:	1.7 million in 2008
Percent of positive feedback on customer comment cards:	99.2% Useful on Comment/Suggestion Cards
Percent of positive feedback on CET seminars/MTI evaluations:	99%
Number of staff training:	Admin 9; CET 14; Const. 10;
Number of fact sheets developed:	CET 3; GI 15; CSHD 2
Number of Ask MIOSHA Info questions received:	182
Number of MTI courses and CET seminars:	119
Number of participants in MTI courses and CET seminars:	1,863
Number of CET grant trainings:	Not available for FY 2009
Number of CET grant training participants:	Not available for FY 2009
Number of MIOSHA News publications:	4
Number of press releases issued:	29
Number of public service announcements:	120 seminar announcements
Number of customer surveys received via hard copy and website:	720 Comment/Suggestion Cards mailed back
Number of forums/symposiums:	None
Number of forum/symposium participants:	None

Baselines:

Customer Survey results and Comment/Suggestion Card.

Target: Customer Survey to be conducted in 2013, year 5 of the current five-year strategic plan. Comment/Suggestion Cards are ongoing.

Achievement: MIOSHA received 720 Comment/Suggestion Cards during FY 2009. Results for the three questions:

- 99.2% “Useful” on “How would you rate your overall experience with MIOSHA? (707/713)
- 99.8% “Yes” on “Did you find the staff to be knowledgeable about employee safety and health issues? (702/704)
- 99.0% “Yes” on “Did the staff explain how to correct the safety and health hazards they identified? (676/683)

Outcome Measure/Data Source(s):

Comment Cards, Website, Staff Training, Fact Sheets, Ask MIOSHA and MIOSHA Info, MTI Courses and CET Seminars, CET Grant Training, MIOSHA News, Press Releases, PSAs, Survey, Forums/Symposiums.

Michigan State OSHA Annual Report (SOAR)
Michigan Consultation Annual Project Report (CAPR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #3		Objective #3.2	
Strengthen public confidence through continued excellence in the development and delivery of MIOSHA's programs and services.		Respond effectively to legal mandates so that workers are provided full protection under the MIOSH Act and improve MIOSHA selected services.	
Emphasis #3.2A	Respond to 97% of complaints within 10 working days for enforcement divisions.		
Enforcement Indicator			
Percent of complaints opened within ten working days:			
Baseline: FY 2008 data 97.4%			
Target: 97% of complaints responded to within 10 working days.			
Achievement: For FY 2009, 451 of 458 complaints, or 98.5%, were responded to within 10 working days.			
Data Source(s): Fat/Cat and Complaint response data (IMIS/OIS)			

Michigan State OSHA Annual Report (SOAR)
Michigan Consultation Annual Project Report (CAPR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #3		Objective #3.2	
Strengthen public confidence through continued excellence in the development and delivery of MIOSHA's programs and services.		Respond effectively to legal mandates so that workers are provided full protection under the MIOSH Act and improve MIOSHA selected services.	
Emphasis #3.2B	Continue to maintain initiation of investigations of program-related fatalities and catastrophes within one working day of notification for 100% of occurrences to prevent further injuries or deaths.		
Enforcement Indicators			
Number of fatality reports :	Number of catastrophes:	Average days lapsed between reporting date and opening conference date:	
29	0	1 day	
Baseline: 100%			
Target: Maintain initiation if investigations of program-related fatalities and catastrophes within one working day of notification for 100% of occurrences.			
Achievement: 100% - Met goal.			
Data Source(s): Fat/Cat and Complaint response (IMIS/OIS).			

Michigan State OSHA Annual Report (SOAR)
Michigan Consultation Annual Project Report (CAPR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #3		Objective #3.2	
Strengthen public confidence through continued excellence in the development and delivery of MIOSHA's programs and services.		Respond effectively to legal mandates so that workers are provided full protection under the MIOSH Act and improve MIOSHA selected services.	
Emphasis #3.2C	Decrease average number of calendar days from opening conference date to citation issuance date by ten percent to protect workers in a timelier manner.		
Enforcement Indicator			
Average number of calendar days from opening date to the citation issuance date:			
Baseline: FY 2008 data: GI Safety 65.28 days, GI Health 67.70 days, Construction Safety 43.32 days, and Construction Health 60.60 days.			
Target: Decrease average number of calendar days from opening conference to citation issuance date by ten percent.			
Achievement: FY 2009 data: GI Safety 44.87 days, GI Health 66.04 days, Construction Safety 43.21, and Construction Health 58.13 days, which equals 31% decrease, 2% decrease, 0% decrease, and 4% decrease, respectively. One of four MIOSHA compliance programs met or exceeded the 10% reduction in year 1.			
Data Source(s): State Activity Mandated Measures (SAMMs) Report (IMIS/OIS)			

Michigan State OSHA Annual Report (SOAR)
Michigan Consultation Annual Project Report (CAPR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

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

Activities/Measures:

1. Develop and conduct standards promulgation prioritization survey: In August 2008, the Standards Section developed and administered a survey to MIOSHA leadership and three Commissions.
2. Development of a promulgation priority list: the Standards Section finalized the priority list.
3. Development of an annual promulgation plan: the Standards Section developed the FY 2009 Standards Promulgation Plan.
4. Development and maintain tracking system, including electronic version: a tracking system was established and is being used by the Standards Section for the three commissions.
5. Conducting standards liaisons, commission and advisory committee meetings: During FY 2009, MIOSHA had 12 Commission Meetings, 29 Advisory Committee Meetings, and 4 Standards Liaisons Meetings.

Baseline:

None.

Target:

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

Promulgate 80% of other Standards within deadlines established by an annual Standards Promulgation Plan. For FY 2009 with 14 standards planned for promulgation process, obtaining level of planned completion on 11 of 14 standards.

Achievement:

Promulgate 100% of Standards required by OSHA within six months – No OSHA standards required promulgation during FY 2009.

Promulgate 80% of other Standards within deadlines established by an annual Standards Promulgation Plan – 11 of 14 standards achieved the planned level of completion. MIOSHA standards that did not include:

- Welding, Cutting, & Brazing
- Ergonomics in General Industry
- Latex Gloves

Data Source(s):

Internal measurement systems.

Michigan State OSHA Annual Report (SOAR)
Michigan Consultation Annual Project Report (CAPR)
SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #3	Objective #3.3
Strengthen public confidence through continued excellence in the development and delivery of MIOSHA's programs and services.	Identify, design, and implement data management systems and processes to meet MIOSHA program information technology needs.
Emphasis #3.3	Assess the information systems necessary to collect performance data, acquire related IT equipment, and provide appropriate hardware and software training for all agency programs.

Baseline: The current computer inventory in terms of age of units and number of systems.
Target: As budget allows, replace 25% of computer systems (four-year replacement); fill vacant data analyst position in MISS/MTSD; secure ID/VPN for field staff; provide more training; upgrade to OIS; support existing systems; implement CET DMS.
Achievement: Filled vacant data analyst position in MISS/MTSD; obtained secure ID/VPN for field staff; continue to support existing systems.
Data Source(s): Internal measurement systems.

1. Review of other strategic plan emphases and identification of data management needs.
 - Notice is periodically put in MIOSHA Weekly asking for ideas and needs with respect to IT systems.
2. Evaluation of current computer inventory and DMS and development of a replacement plan for existing systems.
 - ITAM system in place to track computer assignments by division. Completed and inventory reduced.
 - Exploring wireless capability for conference rooms. Will not pursue at this time. Pending.
 - Computer warranties inventory mechanism. Warranty dates verified. LESS will track dates. Completed.
3. Assessment of IT training needs and identification of resources.
 - Looking at division processes for solving computer problems. On-going.
 - Develop a process to identify and solve IT problems internally. On-going.
 - Draft instruction to assess training needs for new hires and current staff. In final stages of review.
 - Explore vehicles for internal training. On-going.
4. Evaluation of essential computer skills and inclusion in hiring and performance management systems.
 - Draft instruction to assess training needs for new hires and current staff. In final stages of review.
 - New staff hired in MISS with development and training responsibilities.
5. Conversion from IMIS to OIS.
 - Division liaisons will work with MISS as needed to make the transition at end of FY 2010. On-going.
6. Maintenance of functional data management systems.
 - Support additional data needs such as Dodge Report System, Fatality Log System, Safety and Health Management Plan System, Asbestos Management Information System, Laboratory Information Management System, Enforcement Priority Scheduling System, Agency Training Tracking System, etc. On-going.
7. Completion of CET 23(g) DMS evaluation, development, and implementation.
 - Consultation, Education and Training Division meeting with Department of Information Technology (DIT) twice per week to create the data base. On-going.
8. Development and implementation of formal agency policies for data backup, storage, and retention.
 - Retention schedule in place. Staff reminded of FOIA issues on a periodic basis. On-going.
9. Increased use of web-based technologies.
 - Web based conferencing being explored. On-going.
10. Review and modification of tracking systems and logs.
 - MISS working with DIT on controlled folder access using the S-drive. The purpose is to allow electronic form submission and supervisor review electronically. On-going.
11. Completion of evaluation for secure ID/VPN.
 - All field staff has VPN cards and secure ID to allow access to the agency S-drive. Completed.

**SECTION 2 - PRIMARY OUTCOME MEASURE SUMMARY CHART
FY 2009 (Year 1 of Five-year MIOSHA Strategic Plan for FY 2009-2013)**

<u>Strategic Plan Emphasis</u>	<u>Year 1 Goal</u>	<u>Year 1 Achievement</u>	<u>Met Goal(s)</u>
1.1A-1 Beverage & Tobacco Product Mfg.	20% Decrease*	9% Increase	N/A
1.1A-2 Wood Products	20% Decrease*	12% Increase	N/A
1.1A-3 Plastics & Rubber Products Mfg.	20% Decrease*	31% Decrease	yes
1.1A-4 Nonmetallic Mineral Product Mfg.	20% Decrease*	43% Decrease	yes
1.1A-5 Primary Metal	20% Decrease*	14 % Decrease	N/A
1.1A-6 Fabricated Metal Product Mfg.	20% Decrease*	10% Decrease	N/A
1.1A-7 Machinery Mfg.	20% Decrease*	2% Increase	N/A
1.1A-8 Transportation Equipment Mfg.	20% Decrease*	14% Decrease	N/A
1.1A-9 Recyclable Material Merchant Wholesalers	20% Decrease*	N/A	N/A
1.1A-10 Merchant Wholesalers, Nondurable Goods	20% Decrease*	30% Decrease	yes
1.1A-11 Landscaping Services (561730)	20% Decrease*	N/A	N/A
1.1A-12 Hospitals	20% Decrease*	4% Decrease	N/A
1.1A-13 Nursing & Residential Care Facilities	20% Decrease*	1% Decrease	N/A
1.2 Manufacturing (31-32) – TRC rate/Fatalities	4% Decrease	11% Dec./10% Inc.	partially
1.3A Construction Fatalities	4% Decrease	6% Decrease	yes
1.3B Construction Injuries & Illnesses	4% Decrease	11% Decrease	yes
2.1 Safety and Health Management Systems	100% Promote	100% Achieved	yes
2.2 Participation in MTI	50 Increase yearly	91 Increase	yes
2.3 Participation in Cooperative Programs	Six Program Goals	Met 4 of 6	partially
2.4 Connect MIOSHA to Industry – DART/TCR	Decrease Rates	8% Dec./8% Dec.	yes
3.1A Implement strategies that nurture collaboration	Do OCI/IAMS	Did OCI/IAMS	yes
3.1B MIOSHA Interventions	>95% Useful	99.2% Useful	yes
3.2A Respond to complaints within ten days	>97% Response	98.5% Achieved	yes
3.2B Fatalities & catastrophes w/in one work day	100% Occurrence	100% Achieved	yes
3.2C Calendar days from opening to citation issuance	10% Decrease*	Met 1 of 4	partially
3.2D Standard Promulgation	80% other/100% Fed	80% Ach./N/A Fed	yes
3.3 Data management systems and processes	Various	N/A	---

*Proportional annual goals not set for emphasis; overall reduction tracked until 20% reduction achieved.

**SECTION 3 – CONSULTATION, EDUCATION AND TRAINING (CET) GRANTS FOR
FY 2009
Links with Strategic Plan Emphases**

<u>Name of Organization</u>	<u>Emphases</u>
Michigan State AFL-CIO (HRDI)	1.2, 2.1
Associated General Contractors (AGC) of Michigan	1.3A, 1.3B
Bay de Noc Community College	1.2
Cassie Stern Home Health Care/SEIU	1.1
Center for Workplace Violence Prevention, Inc	2.4
Construction Association of Michigan (CAM)	1.3A, 1.3 B
Eastern Michigan U. Center for Organizational Risk Reduction (EMU CORR)	1.1, 1.2
Lansing Area Safety Council	1.1
Lansing Community College Fire Fighters	1.2
Macomb Community College	2.2
Michigan Association of Rehabilitation Organizations (MARO)	1.1, 1.2
Michigan Association of Chiropractors	1.1, 1.2
Michigan Construction Trades Safety Council	1.3A, 1.3B, 3.3
Michigan Farm Bureau	1.2
Michigan State University School of Criminal Justice	1.2
Michigan Infrastructure and Transportation Association (MITA)	1.3A, 1.3B
Parents for Student Safety Employment Standards (PASSES)	1.1, 1.2, 1.3A, 1.3B
Retail, Wholesale, and Department Store Union (RWDSU)	1.1, 1.2
United Auto Workers (UAW)	1.1, 1.2
University of Michigan Center for Ergonomics	1.1, 1.2

SECTION 4 - MIOSHA STATE INTERNAL EVALUATION PLAN (SIEP) FY 2009

Activity/Program Component to be Evaluated:

MIOSHA will perform a benchmark re-calculation to evaluate appropriate staffing levels to ensure that the program remains “at least as effective” as an OSHA program would be in protecting the safety and health of Michigan employees.

Background:

Federal law allows states the opportunity to establish OSHA-sanctioned safety and health agencies. In the U. S. court of Appeals decision on AFL-CIO vs. Marshall, the Secretary was directed to ensure that compliance staffing levels were established and maintained to provide “at least as effective” safety and health enforcement in these “state plan” states. “Benchmarks” were established to define appropriate staffing levels that would satisfy this mandatory minimal level of staffing. Periodically, these benchmarks are to be re-calculated to ensure that the staffing requirements are still valid. MIOSHA last visited this issue in 1992 when the agency submitted a revised benchmark to OSHA.

Summary of Evaluation Process:

MIOSHA Management Information Systems Section staff will review the historic documentation on the previous benchmark revision retained in agency files. MIOSHA staff will evaluate the underlying factors on staffing levels: available utilization time, average time to conduct inspections, staff experience levels, status of vacancies, and procedural changes. MIOSHA will consult with OSHA to determine the accuracy and completeness of the inspection universe data set used in the calculations and to discuss the experience of other state plan states who have recently re-evaluated their benchmarks. MIOSHA will prepare an updated benchmark for submission to OSHA for review and approval.

The Program Manager for the Management Information Systems Section and the Director of the Management and Technical Services Division will coordinate this process and lead the related activities.

Outcome of Activity/Program Evaluation:

Several times during FY 2009, MIOSHA asked OSHA for data to perform staff benchmark calculations. In addition to the three-, four-, and five-year data traditionally provided for benchmark evaluation, MIOSHA asked for one- and two-year data, which might provide variations in results due to recent changes in operating procedures. To date, OSHA has not provided the requested benchmark data. MIOSHA will include this project in their SIEP for FY 2010.

* * * * *

Activity/Program Component to be Evaluated:

The General Industry Safety and Health Division Common Violations (CVs) and Standard Alleged Violation Elements (SAVEs) rewrite project.

Summary of Current Process:

Prior to the reorganization of MIOSHA enforcement divisions, the former General Industry Safety Division and the Occupational Health Division had division procedures for writing CVs and SAVEs, respectively. The procedures between the two divisions differed. Since the reorganization, MIOSHA issued an instruction on June 27, 2007, MIOSHA-COM-07-1R1, which describes how to use SAVEs with IMIS.

The General Industry Safety and Health Division will continue a comprehensive review of all CVs and SAVEs and rewrite following the referenced instruction.

Summary of Evaluation Process:

A work group will review and rewrite all current CVs and SAVEs that they have not yet evaluated into the format described in instruction MIOSHA-COM-07-1R1. GISHD will issue revised SAVEs to staff with completion of each standard and train staff as needed.

Outcome of Activity/Program Evaluation:

In FY 2009, the SAVEs work group in GISHD continued its work on the SAVEs project. The CVs and old SAVEs of 16 regulations were reviewed and 679 new SAVEs were printed, issued, uploaded to the “S” drive, and inputted into IMIS during FY 2009. Employees were trained on the new SAVEs during divisional and regional meetings.

SAVEs Project FY 2009		
	Regulation	Number of SAVEs
1.	PART 1A - ABRASIVE WHEELS	17
2.	PART 4 - PORTABLE LADDERS	18
3.	PART 5 – SCAFFOLDING	41
4.	PART 14 – CONVEYORS	49
5.	PART 24 - MECHANICAL POWER PRESSES	72
6.	PART 27 – WOODWORKING MACHINERY	62
7.	PART 38 - HAND AND PORTABLE POWERED TOOLS	60
8.	PART 49 – SLINGS	31
9.	PART 58 – AERIAL WORK PLATFORMS	30
10.	PART 72 - AUTOMOTIVE SERVICE OPERATIONS	63
11.	PART 75 - FLAMMABLE AND COMBUSTIBLE LIQUIDS (1910.106)	54
12.	PART 90 – CONFINED SPACE ENTRY	58
13.	PART 310 – LEAD	39
14.	PART 380 - OCCUPATIONAL NOISE EXPOSURE	19
15.	PART 433 – PERSONAL PROTECTIVE EQUIPMENT	8
16.	PART 490 – PERMIT-REQUIRED CONFINED SPACES	58

SECTION 5 - PROGRAM ACCOMPLISHMENTS FOR FISCAL YEAR 2009

Table of Contents

Major Program Accomplishments	32
MIOSHA Initiatives.....	35
Partnerships and Alliances.....	35
Other Significant Activities.....	36
MIOSHA Awards.....	37
MIOSHA Standards Promulgation.....	38
MIOSHA Policies Issued	40

Key:

MIOSHA = Michigan Occupational Safety and Health Administration

CET = Consultation Education and Training Division

GISHD = General Industry Safety and Health Division

CSDH = Construction Safety and Health Division

Major Program Accomplishments

Protecting Workers in Tough Economic Times. In May 2009, MIOSHA launched an initiative to help employers protect workers during tough economic times. The initiative began with a press release and fact sheet informing employers of recent changes made to the MIOSHA program. In enforcement, these changes include additional penalty reductions, a penalty payment plan, good faith credits, focused inspections, more options for prehearing locations, and inspection deferrals. On the consultation side, CET has more free publications, improved access to standards online, and an expanded selection of DVD titles at the free video loan library. CET will offer scholarships for MTI training in FY 2010. These changes were posted on the MIOSHA web site. In the fall, the initiative will expand into a Safety Pays campaign. That campaign will more widely address with employers the business case for an effective safety and health management system.

MIOSHA Training Institute (MTI)

- **Scholarship Program.** The MTI Scholarship program was being established to:
 - Increase attendance in MTI courses and increase the number of Level One and Level Two certifications
 - Provide a financial incentive for employers to send employees to MTI courses
 - Provide a significant reduction in cost for unemployed workers seeking safety and health training through the MTI.

Beginning in 2010, scholarships will provide an opportunity for participants to attend MTI courses for 50% of the regular course fee. Unemployed workers will only be charged the \$20.00 database fee as a part of the MTI Scholarship program.

Scholarships will be approved no more than three months prior to the starting of a selected class. An application and additional information is available on the MIOSHA website. To date, 128 applications have been approved (49 unemployed; 79 employed) and \$10,366 have been committed.

Certification

Level One

MTI offers two Level One certifications: General Industry or Construction. These courses are designed for new safety and health coordinators, committee members, and others interested in general safety and health information. Level One allows the participant to begin the process of developing a safety and health management system while becoming familiar with MIOSHA standards and other relevant topics.

Level One General Industry Safety and Health program students must successfully complete four classes of which MIOSHA General Industry 20 Hour+ and Blueprint for a Safety & Health Management System are required, along with two electives from Level One courses.

Level One Construction Safety and Health program students must successfully complete seven classes of which MIOSHA 10-Hour for Construction and Electricity: The Invisible Killer are required along with five other electives within three years.

Level Two

MTI offers two Level Two certifications: Safety and Health Management Systems (SHMS) and MIOSHA Compliance. SHMS certification provides in-depth information on the administration and management of workplace safety and health systems. MIOSHA Compliance certification program provides technical training on MIOSHA standards.

Level Two SHMS Program students must successfully complete five required core classes and one required general industry or construction track SHMS class.

Level Two Compliance Program students must complete eight core classes and one elective for the General Industry compliance track. The core and elective construction compliance track topics are still under development.

To date, 2,000 students representing 700 companies have taken MTI courses. A total of 76 individuals have achieved Level One Certification (67 general industry and 9 construction).

New Center Stamping Fails to Protect Workers. New Center Stamping, Inc. of Detroit received 33 citations alleging they failed to adequately protect employees from serious safety hazards, with proposed penalties totaling \$102,060. New Center Stamping, Inc. in Detroit is an after-market parts supplier to General Motors, Ford Motor Company and Chrysler Corporation. It provides stamped fenders, doors, bumpers, and other items used in collision work on out-of-production models.

MIOSHA planned/scheduled inspections target establishments with high injury/illness rates and a high incidence of lost workday cases, based on Michigan data. The intent of the scheduled inspections is to identify hazardous conditions, so that the hazards can be corrected before injuries and illnesses occur. The company has appealed the violations.

MIOSHA OCI Update. 187 staff completed the online survey for our Organizational Culture Inventory (OCI). MIOSHA initially used the OCI assessment tool in 2000 and repeated the survey in 2005. The OCI is a valuable tool for organizations to help identify opportunities for continued improvement in creating a great place to work. Our use of the OCI provides valuable information to address our Strategic Plan Goal 3.1, Foster a culture of integrity, inclusion, teamwork, excellence to strengthen confidence in the delivery of MIOSHA services and 3.1A, Implement strategies that nurture collaboration among all MIOSHA team members to enhance effective communication and staff development. The MIOSHA Directors have received copies of the complete report for the agency and the 13 additional subdivision groups. Directors will be meeting to discuss how to share the findings and identify the next steps.

Emotional Intelligence (EI) Follow-up. On January 20, 2009, the first class was held for Emotional Intelligence as the next step in providing training to strengthen our ability to becoming more effective in our interactions with customers. The course provided an overview of five key emotional intelligence competencies, that when understood, can increase our ability to collaborate better with team members and customers, enable a high level of influence, increase productivity, effectiveness and personal satisfaction. The Five Emotional Intelligence Competencies: 1) Effective Relationships – Contribute to team success, successfully resolve conflicts, coach/mentor others, 2) Empathy – communicate effectively, “build trust”, 3) Self-Motivation – Innovative, quality-oriented, resilient, continuous learner, 4) Self-Regulation – Control impulses, trustworthy, adaptable, manage own work, and 5) Self-Awareness – Emotional states, accurate self-assessment, confidence.

Personal benefits of Emotional Intelligence include: 1) Enable staff to use emotions more effectively and manage personal setbacks without losing perspective, 2) Help resolve conflicts more quickly and maintain health, more effective relationships, 3) Increases marketability in the workplace, 4) Promotes better physical and mental health.

Strategic Plan Accomplishments. In response to a suggestion received from a participant at the MIOSHA stakeholders meeting, MIOSHA will share changes in rules and requirements. When new policies are created or significant changes are made, an executive summary will be shared through the MIOSHA listserv, on the MIOSHA website, and sent directly to MIOSHA stakeholders.

In October 2008, an Executive Summary and Agency Instruction on Medical Services and First Aid for General Industry and Construction was issued.

MIOSHA Initiatives

Fall Prevention/Protection Initiative. MIOSHA continues with its Fall Prevention/Fall Protection Initiative offering fall protection training to the construction industry, and consultation for general industry employers and employees. Information related to the Fall Prevention/Fall Protection Initiative is posted on the MIOSHA website, including a resource list where more information is available. Documents posted include: “MIOSHA Fatal Facts – Falls That Kill” and “Threshold Heights Requiring Fall Prevention/Protection” (General Industry & Construction). On October, 2008, CET Division completed two training sessions for the Department of Management and Budget (DMB). A total of 204 employees attended from DMB’s Facilities Administration and the Management, Design and Construction, Building Operations, Real Estate, and Security and Emergency Management divisions. The training included construction safety theory, electrical safety, scaffolds and fall protection awareness.

Young Worker Initiative. MIOSHA continues with its Young Worker Initiative. Information documents (fact sheets) are available that address hazards that youth may be exposed to, including two that are specific to the construction industry – “Youth Worker Safety – The Construction Industry” and “Youth Fatal Facts in Construction.” All MichiganWorks! offices were mailed: the extreme safety PowerPoint training program, extreme safety fact sheets, and the extreme safety brochure. An evaluation/comment card was developed and distributed to over 600 students in a job training seminar. All information is also available on the MIOSHA website.

Tree Trimming Initiative. MIOSHA was involved with the January 6, 2009 Great Lakes Trade Exposition for the Michigan Nursery and Landscape Association at the DeVos Place in Grand Rapids. At the March 3, 2009 Michigan Green Industry Association Annual Trade Show, CET presented “MIOSHA Update and Applicable Standards for the Green Industry” and CET staff were available with the MIOSHA booth. Over 5,000 people attended the expo. CET staff participated as an exhibitor at the Arboriculture Conference on August 27, 2009 in Rochester and the Michigan Snow Conference and Expo on September 17, 2009.

Partnerships and Alliances

Kamminga & Roodvoets, Construction/MIOSHA Partnership. On April 6, 2009, the MIOSHA Construction Safety and Health Division signed their seventh partnership in construction with Kamminga & Roodvoets, Construction, on a major underground piping project in Muskegon. The project requires installation of 5.3 miles of 16”- 60” ductile iron pipe main at the Hall Road and the Metro Waste Water Treatment Plant (WWTP) site. This includes work in Cell No. 1 and Cell No. 2 at the Metro WWTP. The starting date is March 2, 2009 and the projected completion date is July 15, 2010. The contract price is \$14,530,180.

UAW/Ford/ACH/MIOSHA Partnership – In 2002, Ford Motor Company, Visteon, the United Auto Workers and MIOSHA entered into partnerships to improve worker safety and health in Ford and Visteon facilities. These partnerships were designed to share information and resources

and to allow all parties to work together to address workplace safety and health issues in a focused, efficient and effective manner. In October, 2008, a MVPP presentation was conducted at the annual corporate meeting. There were five MIOSHA Days at selected Ford sites in 2009.

Macomb Community College Alliance – February 5, 2009. Macomb Community College and MIOSHA re-signed a formal alliance to strengthen and grow the MIOSHA Training Institute (MTI) – a premier provider of workplace safety and health training in Michigan.

Manufacturing Technology Mutual Insurance Company (formerly Michigan Tooling Association Workers' Compensation Fund (MTAWCF)) – MIOSHA and the Manufacturing Technology Mutual Insurance Company re-signed a formal alliance to offer assistance to the fund members through increased safety awareness by providing training, regional seminars, onsite consultation and promotional and educational materials to the members and their staff.

Office of the State Employer (OSE) – March 6, 2009. MIOSHA and OSE re-signed a formal alliance to improve workplace safety and health in state government.

American Society of Safety Engineers (ASSE) – April 7, 2009. MIOSHA and the three Michigan Chapters of the ASSE signed a formal alliance to promote the importance of worker safety and health in Michigan.

The Precision Metalforming Association (PMA) – June 16, 2009. MIOSHA and PMA signed a formal alliance to help protect the safety and health of Michigan workers in the metalforming industry.

Other Significant Activities

January 5 & 6 – MIOSHA staff promoted CET services at the Arboriculture Society of Michigan (ASM) Great Lakes Trade Exposition in Grand Rapids.

January 16 – MIOSHA staff promoted CET services at the Annual Conference for Human Resource Professionals in Marlette.

January 30 – MIOSHA representatives assisted in planning, presenting, and promoting CET services at the 9th Annual U.P. Safety Conference in Escanaba.

February 4 & 5 – MIOSHA staff provided information about MIOSHA at the 25th Annual Construction Association of Michigan (CAM) Expo in Novi.

March 3 & 4 – CET representatives staffed the MIOSHA booth at the 22nd Annual Michigan Green Industry Association (MGIA) Trade Show and Convention.

March 26 & 27 – MIOSHA was one of the co-sponsors for the annual Michigan Construction Safety Days in Livonia and Lansing, respectively. Numerous MIOSHA staff coordinated booth activities and spoke at the conference.

April 30 – MIOSHA staff provided information at the 2009 Blue Book General Contractors Showcase in Troy.

New Form – In response to onsite program staff complaints about unnecessarily repeating data entry tasks when completing requests for consultations, the Request for Consultation Assistance and Form 20 was combined into an easy-to-use form.

MVPP for Construction (MVPPC) – Guidelines have been issued for a MVPPC. Construction industry stakeholders provided input at two separate meetings. The guidelines are available on the MIOSHA website. In the guidelines, a description of the types of programs for which a construction company can apply are described as a fixed base site, residential contractor at a MVPP site, or a mobile workplace.

Body Art Facilities. In response to the passing of PA 149 of 207 and at the request of MDCH, CET developed a BIDS training program for body art facilities. The program is now online and CET provided training to local health departments at four locations throughout the state during the month of September.

May 11 – MIOSHA staff provided information at the Green Today, Jobs Tomorrow Conference at the Lansing Center.

August 27 – MIOSHA staff provided information and spoke at the Arboriculture Conference at Oakland University.

September 17 – MIOSHA staff provided information at the Michigan Snow Conference and Expo in Novi.

MIOSHA Awards

MVPP

On October 3, 2008, Herman Miller, Inc., GreenHouse Seating Operation, Holland, received renewal of its MVPP Star Award. The GreenHouse Seating Operation manufactures Herman Miller's seating products.

On October 23, 2008 – Georgia-Pacific's Corrugated LLC, Albion facility, received renewal of its MVPP Star Award. The facility employs 69 workers and is considered high hazard. Georgia-Pacific is one of the world's leading manufacturers and marketers of building products, tissue, packaging, paper, cellulose, and related chemicals.

On October 23, 2008, Verso Paper Corporation's Quinnesec Mill, Norway, received renewal of its MVPP Star Award. The Mill employs 475 workers and is considered a high hazard operation. The 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.

On March 10, 2009, United Water/Wixom Waste Water Plant was named a Rising Star. The plant employs nine employees and provides full-contract operations, maintenance and management services to the City of Wixom for its water and wastewater utilities.

On March 13, 2009, West Michigan Air Care received renewal of its MVPP Star Award. The site has 25 full-time and three part-time employees and is designated a critical care air medical transport service that extends advanced life-saving, patient stabilizing transport throughout the lower peninsula of Michigan and northwestern Ohio and Indiana.

On April 7, 2009, Marathon Oil Refinery was named a Rising Star. The refinery employs 410 employees and produces 105,000 barrels per day of petroleum products.

On June 11, 2009, Herman Miller/Midwest Distribution received renewal of its MVPP Star Award. Midwest Distribution employs 133 workers, and is the company's main warehousing and distribution center for office furniture.

On July 28, 2009, Occidental Chemical Corporation (OXY) (formally Dow Chemical) received renewal of its MVPP Star Award. The Ludington facility employs 130 workers and produces trademarked calcium chloride ice melt products.

MSHARP

On January 27, 2009, Michigan Packaging Company, Mason, was approved as an MSHARP company. Michigan Packaging is a corrugated paper manufacturing plant with 119 employees.

On May 14, 2009, Arnold Center Incorporated, Midland, was approved as an MSHARP company.

Special Awards

January 21, 2009, Country Fresh LLC, Plant Operations, Grand Rapids, received a Bronze Award.

On April 1, 2009, TEKNA Inc., Kalamazoo, was approved for the Gold Award.

On April 6, 2009, SMS Millcraft Services, Taylor, was approved for the Silver Award.

On May 1, 2009, Tailor Welded Blanks (TWB Inc.), Monroe, was approved for the Bronze Award.

MIOSHA Standards Promulgation

CS Part 29 Communication Towers. This new standard provides protection for Michigan communication tower workers while constructing, altering, repairing, operating, inspecting, maintaining, and demolishing communication towers at heights over six feet. Previously, there were no specific safety standards that covered these workers. This standard addresses fall protection, emergency response, training, and personnel lifting. Michigan is only the second

state in the nation, North Carolina being first, to have a Communication Tower Standard. This new standard was adopted by the Secretary of State on March 27, 2009, and became effective on April 10, 2009.

Proposed Ergonomics in General Industry Standard. Ergonomically-related injuries account for no less than 30 percent of all workplace injuries. In 2003, a joint general industry safety and occupational health advisory committee began to draft a proposed ergonomic standard for Michigan. Some employers and legislators have raised significant concerns that the standard would be overly burdensome. Other businesses and labor organizations recognize MSDs as a major concern. On January 14, 2009, the General Industry Safety Standards Commission and the Occupational Health Standards Commission unanimously approved the draft ergonomics standard and moved the standard forward in the rule promulgation process.

CS Part 2 Masonry Wall Bracing. The Masonry Institute of Michigan expressed concerns to the Construction Safety Standards Commission that the Part 2 Masonry Wall Bracing standard had errors, omissions, and inconsistencies. They reported that walls today are built taller than those that were built in the 70's and 80's when the standard was written and that it needed to be updated to newer technology, including taller wall bracing. The Commission ordered an advisory committee be seated to address the problems outlined by the Masonry Institute and to update the standard to include taller walls. On March 11, 2009, the Commission adopted the proposed standard and moved the standard forward. A public hearing was held on August 19, 2009. Public hearing comments were reviewed and discussed by the Commission on September 23, 2009. As a result of this discussion, the Commission unanimously approved several clarification changes to the proposed standard and moved the standard forward to the Governor for further rule promulgation process.

CS Part 1 General Rules. On March 11, 2009, the Construction Safety Standards Commission appointed an advisory committee for the CS Part 1 General Rules to include labor and management representatives. The advisory committee was seated to review and update sections on sanitation. The advisory committee met monthly beginning in May 2009 and concluded their review in August 2009. On September 23, 2009, the Commission adopted the proposed standard revisions and moved the standard forward to the Governor for further rule promulgation process.

CS Part 12 Scaffolds & Scaffold Platforms. On March 11, 2009, the Construction Safety Standards Commission appointed an advisory committee for CS Part 12 Scaffolds & Scaffold Platforms to include labor and management representatives. The advisory committee will review a request to remove handrails in outrigger baskets.

CS Part 10 Lifting and Digging. After 12 monthly meetings, a citizen advisory committee presented its draft recommendations to the Construction Safety Standards Commission which included requirements for crane operator certification and updating existing protections due to several fatal crane accidents that had occurred nationwide. On September 23, 2009, the Commission adopted the proposed standard revisions and moved the standard forward to the Governor for further rule promulgation process. The Commission also gave the Advisory Committee permission to continue and review the qualification for Crane riggers and signalpersons.

GI Part 17 Refuse Packer Units. On July 15, 2009, the General Industry Safety Standards Commission approved revisions and will forward rule recommendations to the Governor that allow for alternatives to rail guarding requirements.

Latex Disposable Glove Provisions. On May 13 and July 15, the General Industry Safety Standards Commission and the Occupational Health Standards Commission, respectfully, approved and forwarded to the Governor for further review the recommendations to require that employers use alternative disposable gloves when possible in order to reduce the significant harm cause in the workplace from adverse reactions to latex.

OH Part 316 Diisocyanates. Greater attention to the risk of diisocyanates is needed to protect Michigan workers from serious illness and death. Fatalities in 2003 and 2005 could have been prevented if workers had adequate training, sufficient ventilation, appropriate respiratory protection and regular medical surveillance to watch for symptoms of harmful effects of diisocyanates. A public hearing was held on September 30, 2009, to receive public comments on the new proposed standard.

MIOSHA Policies Issued

Exit Interviews – September 10, 2009. The purpose of this memorandum is to establish a procedure for conducting an exit interview when an agency staff departs his or her position.

MIOSHA Training Institute (MTI) Scholarship Procedures – August 17, 2009. This instruction establishes procedures for issuing MTI scholarships

MIOSHA Website Policies and Procedures – July 17, 2009. This instruction sets forth policies and procedures for use of MIOSHA's website by all divisions to post information, applications, materials or other services. It also establishes and assigns responsibility for the MIOSHA Web Team and defines the role of the MIOSHA Webmaster with respect to the approval and posting of materials on the website. Except where noted, the instruction is applicable to all MIOSHA website activity.

MIOSHA Emergency Response Team (ERT) Written Exposure Control Plan - June 29, 2009. This memo is to identify the procedures for ensuring uniform compliance with Part 554. Bloodborne Infectious Diseases by all MIOSHA ERT members.

Meal Reimbursement – June 12, 2009. The purpose of this agency memorandum is to provide clarification and guidance on meal reimbursement policies that became effective on November 1, 2008.

Travel Time on Consecutive Days – June 12, 2009. The purpose of this Agency Memorandum is to establish policy to address travel time and expense when conducting state business away from the Official Work Station (OWS) for two or more consecutive days.

Clarification of Records Retention and Disposal Schedule for MIOSHA Enforcement Divisions – June 11, 2009. The purpose of this procedure is to provide direction for the

implementation of the Records Retention and Disposal Schedules for the General Industry Safety and Health Division (GISHD) and Construction Safety and Health Division (CSHD).

Fall Protection for MIOSHA Personnel – May 20, 2009. This instruction provides MIOSHA employees with the necessary information to understand the agency’s fall protection requirements. This instruction creates division responsibility for ensuring that information and training is provided to enable employees to recognize fall hazards and the means to reduce or eliminate the hazardous exposure.

Prehearings in Tough Economic Times - May 7, 2009. This memorandum establishes procedures allowing for alternate methods of conducting prehearing conferences which would not require the employer to travel to Lansing.

Recognition Awards for MIOSHA Staff – April 17, 2009. To establish special awards to recognize outstanding performance and contributions of MIOSHA staff.

MIOSHA Safety and Health Management System – April 6, 2009. This instruction establishes agency policy for the development and implementation of the MIOSHA Safety and Health Management System. The purpose of the MIOSHA Safety and Health Management System is to provide a comprehensive, ongoing process to assess and prevent or control hazards to which staff may be exposed. Yearly goals will be established based on a review of previous year experience, recommendations from staff, and other information as appropriate.

MIOSHA E-correspondence Policies and Procedures – March 19, 2009. To establish policy and procedures for the MIOSHA e-correspondence system, which provides for processing, routing, tracking, and responding to communications received from our customers.

Penalty Considerations During Economic Downturn – March 13, 2009. Establish agency guidelines for penalty considerations during times of severe economic pressures on the employer community.

Appropriate Attire – February 25, 2009. To establish guidelines for MIOSHA staff regarding appropriate attire for work.

Office Space Decorum – February 25, 2009. The purpose of this memorandum is to establish guidelines for maintaining MIOSHA office spaces in a professional, accessible, and functional manner

MIOSHA Staff Training - December 19, 2008. This policy recognizes the obligation of the Michigan Occupational Safety and Health Administration (MIOSHA) to develop and utilize the talent and ability of each employee and to establish uniform guidelines in support of staff training and development.

Targeting Industries Under Emphasis 1.1 and 1.2 of the Strategic Plan – December 18, 2008. Provide guidelines on how industries and hazards are added and removed from the targeted list of Emphasis 1.1 and 1.2.

Promotion and Evaluation of Safety and Health Management Systems – December 10, 2008. To establish procedures for implementing Strategic Plan 2.1 and guidance in evaluating Safety and Health Management Systems (SHMSs).

Medical Services and First Aid for General Industry and Construction – December 3, 2008 (Revised from October 1, 2008). This instruction establishes policies and provides clarifications to ensure uniform enforcement and interpretation of medical services and first aid requirements in Occupational Health Standard, Part 472. Medical Services and First Aid and Construction Safety Standard, Part 1. General Rules. Requirements for emergency eyewash facilities are covered in a separate instruction.

Alternative Work Schedule Program – November 12, 2008. It is the policy of the Michigan Occupational Safety and Health Administration (MIOSHA) that agency employees be given some flexibility with their routine work schedules to the extent allowed by department policy and union contracts, with consideration for current staff resources and the ability to fulfill our mission to help assure the safety and health of Michigan workers.

Enforcement Procedures for Substance Specific Expanded Occupational Health Standards - October 28, 2008. This instruction provides procedures to ensure consistent enforcement of the twelve (12) substance specific, expanded occupational health standards that are listed in the Scope of this instruction. It also provides common, generic inspection guidelines for the 12 standards, thereby eliminating the need to develop individual instructions for each of these standards.

Clarification of Records Retention and Disposal Schedule for MIOSHA Enforcement Divisions – October 8, 2008. The purpose of this procedure is to provide direction for the implementation of the Records Retention and Disposal Schedules for the General Industry Safety and Health Division (GISHD) and Construction Safety and Health Division (CSHD).

Construction Safety and Health Division Policies Issued

Fact Sheets. The CSHD has posted on the MIOSHA website the 26th “Construction Fact Sheet”. Number 26 is titled Working Safely on Roadways. The Construction Fact Sheet provides specific topical information to employers and employees in two pages or less including:

1. A description of hazards specific to the topic,
2. Advice on how the employer can reduce or eliminate the hazards, and
3. MIOSHA standards that address the specific hazards.

CSHD Staff Training – January 8, 2009. This instruction establishes division general principles and responsibilities to ensure the delivery of consistent and high quality services by providing for effective training programs/policies and documentation of staff progress for new and existing employees.

Consultation Education & Training Division Policies Issued

MIOSHA Training Institute (MTI) Scholarship Procedures – August 17, 2009. This instruction establishes procedures for issuing MTI scholarships.

Onsite Consultation Program Policies and Procedures Manual – July 14, 2009. This instruction outlines the policy framework for administering the Michigan Occupational Safety and Health Administration (MIOSHA) 21(d) Onsite Consultation Program and revises and clarifies processes and procedures for administering and monitoring the program.

Michigan Challenge Program (MCP) – April 17, 2009. The purpose of this instruction is to establish the Michigan Challenge Program (MCP) policies and procedures for the Consultation Education and Training (CET) Division.

Permit-Required Confined Spaces (PRCS) – Consultation Education and Training (CET) Responsibility – March 19, 2009. This memorandum provides guidance to CET staff in assisting employers with PRCS determinations.

Michigan Voluntary Protection Program for Construction (MVPPC) – March 3, 2009. Establish guidelines for the inclusion of the construction industry in the Michigan Voluntary Protection Program (MVPP).

FY 2009-2013 Consultation Education and Training (CET) Division Strategic Plan Activities – December 15, 2008. This instruction establishes policies and procedures for achieving FY 2009-2013 performance goals set for the CET Division in relation to MIOSHA's Strategic Plan.

Consultation Education and Training (CET) Division Award Instruction – October 21, 2008. This instruction establishes award criteria and procedures for processing and issuing awards.

Consultation Education and Training (CET) Division Staff Training - October 21, 2008. This policy recognizes the obligation of the CET Division to develop and utilize the talent and ability of each employee and to establish uniform guidelines in support of staff training and development.

General Industry Safety and Health Division Policies Issued

Priority Assignment Return/Reconcile Procedure - July 6, 2009. This instruction establishes a division procedure for the annual reconcile of outstanding priority assignment forms and the return and removal of any retired priority list assignments as directed.

Non-Responders to Occupational Safety & Health Administration (OSHA) Data Initiative - July 6, 2009. To provide guidelines for citing employers who do not respond to the Federal Occupational Safety and Health Administration (OSHA) Data Initiative.

Noise Inspections - March 11, 2009. This instruction establishes policies and procedures for conducting noise inspections.

Assistance with Technical Problems with State-owned Computer Equipment – January 9, 2009. To provide computer users with a clear and easy procedure to follow to obtain technical support in the most efficient manner.

GISHD Staff Training – February 25, 2009. This instruction establishes division general principles and responsibilities to ensure the delivery of consistent and high quality services by providing for effective training programs/policies and documentation of staff progress for new and existing employees.

Non-Responders to Occupational Safety & Health Administration (OSHA) Data Initiative – December 26, 2008. To provide guidelines for citing employers who do not respond to the Federal Occupational Safety and Health Administration (OSHA) Data Initiative.

SECTION 6 - COMMUNICATIONS ACCOMPLISHMENTS FY 2009

MIOSHA News

The MIOSHA News is a quarterly publication of the Michigan Occupational Safety and Health Administration (MIOSHA). The purpose is to educate Michigan employers and employees about workplace safety and health. The format is eight pages and is printed in a two-color, tabloid style. The newsletter covers a wide range of safety and health information and the benefits of protecting workers, with special emphasis on Strategic Plan goals and objectives. The circulation is more than 18,000 individuals and/or companies. We printed 25,000 copies of each issue this fiscal year, so that safety and health officers and consultants can use the publication in their MIOSHA duties. Following are the publication dates for the four issues: **Fall 2008**, October 23, 2007; **Winter 2009**, January 7, 2009; **Spring 2009**, March 30, 2009; and **Summer 2009**, July 13, 2009. All past issues of the MIOSHA News are on our website at www.michigan.gov/miosha.

FY 2009 OSHSPA Special Report

MIOSHA worked with the Occupational Safety and Health State Plan Association (OSHSPA) to produce the *2009 Special Report: Impact and Funding of State Occupational Safety and Health Programs*. The 27 OSHSPA states and territories share a common goal: A safe and healthful workplace for every worker through prevention of injuries, illnesses and fatalities on the job. This OSHSPA Special Report was distributed to federal and state elected officials across the nation. OSHSPA representatives use the report when addressing congressional committees and other agencies to report on workplace safety and health issues, and to address funding deficiencies. MIOSHA personnel have served in leadership positions within OSHSPA for more than 25 years. This is the third year MIOSHA has printed this Special Report.

Press Releases

Press releases and media advisories are disseminated and the news media are alerted each time there is a MIOSHA activity which is relevant to the greater community. MIOSHA settlement agreements and other substantial compliance activities are communicated. Events are planned for significant activities, such as, MVPP Awards, MSHARP Awards, CET Awards, and unusual seminars and conferences. These events may feature the DELEG Director, DELEG Deputy Director and MIOSHA officials to enhance the newsworthy aspects of the events. Most of the press releases and events received media coverage. The full advisories and press releases are on the MIOSHA website at www.michigan.gov/miosha.

In FY 2009, MIOSHA issued 29 press releases and seven media advisories.

Press Release – 09/14/09 – Herman Miller’s Midwest Distribution Center Recently Receives Renewal of its MVPP Star Award

Press Release – 09/11/09 – The MIOSHA Program was Awarded the Prestigious Alfred P. Sloan Award for Exemplary Workplace Practices in an Event Hosted by the First Gentleman, MEDC and the Detroit Regional Chamber

Press Release – 09/02/09 – Occidental Chemical Corporation’s (OxyChem) Calcium Chloride Manufacturing Facility in Ludington Recently Receives Renewal of its MVPP Star Award

Press Release – 08/20/09 – On the Fifth Annual “Take a Stand Day” MIOSHA Dedicates more than 125 Professional Staff to Visit High-Hazard Industries Targeted by the MIOSHA Strategic Plan

Press Release – 08/20/09 – Tekna, Inc. of Kalamazoo receives the Gold Award for an Outstanding Safety and Health Record

Media Advisory & Press Release 07/17/09 & 07/21/09 – The TWB Company, LLC, Monroe Plant Receives the CET Bronze Award

Press Release – 07/14/09 – The Wixom Wastewater Treatment Plant, operated by United Water and the City of Wixom, Receives the MVPP Rising Star Award

Press Release – 06/18/09 – SMS Millcraft’s Taylor Facility Receives the CET Silver Award for an Outstanding Safety and Health Record

Press Release – 06/17/09 – The Precision Metalforming Association (PMA) and their East and West Michigan Districts Sign a Formal Alliance with MIOSHA

Press Release – 06/12/09 – Marathon Oil Corporation’s Michigan Refining Division Receives the MVPP Rising Star Award

Press Release – 06/03/09 – Governor Jennifer M. Granholm Proclaims June as Youth Employment Month in Michigan

Media Advisory & Press Release 05/15/09 & 05/19/09 - Michigan Packaging Company of Mason Receives SHARP Award for Workplace Safety and Health Excellence

Press Release – 05/07/09 - MIOSHA Launches “*Protecting Workers in Tough Economic Times*” Initiative to Help Employers Protect their Workers and their Bottom Line

Press Release – 05/06/09 - West Michigan Air Care Receives Renewed MIOSHA Recognition of their Workplace Safety and Health Excellence

Press Release – 04/28/09 - MIOSHA Calls for Increased Safety Diligence on "Workers Memorial Day"

Press Release – 04/07/09 – MIOSHA and the three Michigan Chapters of the American Society of Safety Engineers (ASSE), the Greater Detroit Chapter, the West Michigan Chapter, and the Lansing Chapter, Sign Alliance

Press Release – 03/18/09 –The Country Fresh LLC Grand Rapids Facility Receives the CET Bronze Award

Press Release – 03/06/09 - MIOSHA and the Office of the State Employer Sign Alliance to Improve Workplace Safety and Health in State Government

Media Advisory & Press Release 02/03/09 & 02/05/09 – MIOSHA and Macomb Community College Sign Alliance to Protect Workers –
The Alliance’s MIOSHA Training Institute (MTI) is the State’s Premier Provider of Safety and Health Training

Press Release – 01/30/09 – MIOSHA Reminds Employers to Post Job-Related Injuries and Illnesses

Press Release – 01/23/09 – MIOSHA Fines New Center Stamping, Inc. of Detroit \$102,060 for Failure to Protect Employees – Following a Reinspection, the Company Received 33 Citations Alleging they Failed to Adequately Protect Employees from Serious Safety Hazards

Press Release – 12/15/08 – Verso’s Paper Corp.’s Quinnesec Mill Receives Renewed MIOSHA Recognition of their Workplace Safety and Health Excellence

Press Release – 12/15/08 – Georgia-Pacific’s Albion Facility Receives Renewed MIOSHA Recognition of their Workplace Safety and Health Excellence

Media Advisory & Press Release 11/11/09 & 11/14/08 – Monsanto Constantine Operations Receives the MVPP Star Award for Workplace Safety and Health Excellence

Media Advisory & Press Release 11/11/09 & 11/12/08 – ADAC Automotive's Keating Facility in Muskegon Receives the Ergonomic Innovation Award

Press Release – 11/10/08 – Four Companies Receive MIOSHA Citations Alleging they Failed to Adequately Protect Employees from Fall Hazards, with Proposed Penalties Totaling \$162,000

Media Advisory & Press Release 10/28/09 & 10/29/08 – MIOSHA Announces \$1 Million for Worker Protection Grants – Twenty Statewide Grants will Provide Training Activities to Help Protect Michigan Workers Employed in High-Hazard Work Environments

Press Release – 10/22/08 – Pfizer Global Manufacturing Kalamazoo Site’s Gelfoam Ergonomics Team Receives the Ergonomic Success Award

Media Advisory & Press Release 10/06/09 & 10/09/08 – Herman Miller, Inc., Main Site Zeeland Operations, Receives State's Highest Safety and Health Award - the Fourth Herman Miller Facility in Michigan to Achieve Star Status

Seminar Announcements

In August 2007, to generate more awareness and interest in MIOSHA seminars, MIOSHA created a new media advisory format to communicate seminar information. The announcements include specific seminar information including: the topic and material covered, the cost, MTI and CEU credits, and sponsor/location/registration details. The announcements are distributed to media business editors/news directors in counties covered by each seminar location.

In FY 2009, 120 seminar announcements were issued by MIOSHA through the DELEG Media Office.