

STATE OF VERMONT
STATE OF VERMONT
STATE OSHA ANNUAL REPORT
(SOAR)

October 1, 2008 through September 30, 2009



Prepared By:
State of Vermont
Department of Labor
Division of Workers' Compensation and Safety
VOSHA

TABLE OF CONTENTS

	<u>Page</u>
INTRODUCTION.....	1
SUMMARY OF RESULTS RELATED TO THE ANNUAL PERFORMANCE PLAN	5
PROGRESS TOWARD STRATEGIC PLAN	50
ACCOMPLISHMENT	
STATE INTERNAL EVALUATION PROGRAM	64
APPENDIX A.....	66
SAMM	

The State of Vermont Department of Labor Division of Workers' Compensation and Safety, Occupational Safety and Health State Plan (VOSHA) submits this State OSHA Annual Report (SOAR) to the Federal Occupational Safety and Health Administration (OSHA) for evaluation of the Vermont State program.

The SOAR covers the time period October 1, 2008 through September 30, 2009. This submission is in accordance with the State Plan Manual dated December 1, 2002.

This SOAR contains the following sections:

- State Results Summary Chart.

- Report on Progress toward Achieving Strategic Plan Accomplishment.

- State Internal Evaluation Program (SIEP) Report.

Since July 1, 2005 the departments of Employment and Training and Labor and Industry have been combined into the Vermont Department of Labor. The current Commissioner of Labor is Patricia Moulton Powden. J. Stephen Monahan is the director of the Division of Workers' Compensation and Safety. Both the VOSHA and Project WorkSAFE programs are a part of this new division.

Consultation and enforcement staff is separated. There is a firewall between the two programs. Each group has private office space in each location. Industrial Hygiene Engineer, Scott Meyer is the Project Manager for Consultation and Robert McLeod is the Director of the VOSHA Enforcement Programs.

There are frequent meetings between Program Managers to discuss the Strategic Plan and division activities toward the accomplishment of the strategic goals. The two programs function independently and are able to focus their individual resources on the Vermont Strategic Plan. The VOSHA and Project WorkSAFE Program Managers work closely to define the goals and strategies and determine the best methods to achieve the goals.

As part of this separation, the Department has set up separate websites for VOSHA and Project WorkSAFE. Each has its own List-Serve. Project WorkSAFE has a toll free telephone number 1-888-SAFE-YES and VOSHA has a toll free number 1-800-287-2765.

The VOSHA program has taken an integrated approach to safety and health for Vermont employers and employees. Because this is a State plan and both enforcement and consultation are part of the same agency VOSHA is in a better position to provide services to Vermont employers and employees. Additionally, VOSHA and Project WorkSAFE have access to Workers' Compensation First Reports of injury and statistics. Both divisions work to provide training and information for Vermonters and in some cases appear together at training sessions where trade associations have asked for information on both enforcement and consultation.

VOSHA has strived to make its Occupational Safety and Health Program accessible and easily understood. We continue to add information to our website and expand the links to other safety and health websites.

VOSHA developed an e-mail listserv that is available to anyone who wishes to sign up. A person only has to click on the e-mail section of our web page and follow the instructions. VOSHA is disseminating information via this method.

VOSHA also set up an icon on its web page so that persons could electronically ask questions and get their answers via e-mail. The questions are distributed to the appropriate staff to answer and are screened by the VOSHA Program Manager before they are sent out. VOSHA also instituted an on-line complaint form where an employee can file a complaint electronically. The complaint comes in to the VOSHA Program Manager, the Compliance Chief and the Division's Admin Assistant.

VOSHA staff has concentrated efforts in construction and general industry fatalities and injuries, amputations, food processing, silica, and logging. These concentrations were in addition to the areas in the strategic plan and performance plan. During FY2009 there was heavy construction activity in Vermont and VOSHA conducted 55.6% of its' total inspections and 74% of its' programmed inspections in construction.

During FY 2009 the Partnership in Safety continued with VOSHA, Project WorkSAFE, the Small Business Development Center, and Green Mountain Coffee Roasters. This partnership provides safety and health training to businesses in a non-threatening, neutral environment. Seminars are planned for each quarter and are open to the public. Additionally the Small Business Development

Center provides seminars on safety and health topics throughout the state. These seminars are advertised on the VOSHA and Project WorkSAFE e-mail list-serves. These seminars also utilize consultation and/or The Compliance Assistance Specialist. This partnership continued during FY09 with additional courses offered through Green Mountain Coffee Roasters and through the Small Business Development Center.

During FY 09, through the Alliance with the Vermont Safety and Health Council (VSHC), several training programs were conducted. There were 4 Regional Safety and Health Roundtables established with VSHC.

During FY 2009 the program was fully staffed. Of the 6 Safety and 4 Health CSHO's, however, one Safety CSHO was deployed in IRAQ for the first two quarters of FY 2009. The Compliance Assistance Specialist position was filled for the entire year.

The VOSHA program will spend all of its' federal funding for FY 2009.

Since FY 2004 VOSHA has participated in the Voluntary Protection Program. Since that time the VOSHA CAS/VPP coordinator has worked extensively with companies to assist them with the VPP process. VOSHA rolled out its own VPP Construction program in 2006. During FY 2009 VOSHA approved Entergy Nuclear Vermont Yankee, the VT Agency of Transportation District 7 and Energizer Battery St. Albans as Star sites. Currently the VPP coordinator is working closely with several Vermont companies.

Vermont continues to participate in the VPP Challenge Program. A VPP Challenge company in New York State has a site in Vermont.

During FY09 VOSHA conducted a total of 369 inspections. Of this number VOSHA conducted 205 construction inspections. 190 Safety and 15 Health. 71% of the violations were SRW. Only 14.4% were in compliance. 79 Safety and 71 Health inspections were in conducted in General industry. 52% of the violations were SRW. 25% were in compliance. There were 14 public sector inspections.

State OSHA Annual Report:
State Results Summary Chart

Strategic Goal #1: Improve workplace safety and health through compliance assistance and enforcement of occupational safety and health regulations and standards

Performance Goal #1.1: By 2013 reduce the rate of workplace injuries and illnesses in Construction by 15% and reduce fatalities by 25%

Performance Goal # 1.1a: Reduce workplace injuries and illnesses in Construction by 3% and reduce fatalities by 25%

Residential and commercial building construction

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	<ul style="list-style-type: none"> • Conduct 165 construction inspections. • Conduct 130 residential and commercial building construction inspections. • Expand 10-hour course for Vocational Technical students and teachers to 3 new schools. • Schedule 1 40-hour course for vocational technical educators. • Provide training for 200 electrical and plumbing apprentices through the Vermont Apprenticeship Program's related instruction classes. 	<p>There were 80 inspections in SIC 1500-1599 20 TRENCH LEP inspections and 92 FALL LEP inspections conducted from 10/01/08 – 9/30/09</p> <p>3 OSHA 10 courses 110 attendees 3 OSHA 10 courses for apprentices 130 attendees 1 OSHA 10 hour course for 1 GC. 25 Project managers and superintendents</p> <p>2 fall protection, residential fall protection and scaffolding trainings 77 attendees</p> <p>2 safety days presentations for 2 separate GC's. 60 attendees</p> <p>1 fall protection, highway workzones and confined space in construction training 14 attendees</p> <p>1 trench/confined space training 8 attendees</p>	<ul style="list-style-type: none"> • Continued LEP's in Trenching, Scaffolding and falls. • Continued LEP for residential Construction. • Provided Construction and Scaffolding e-Tools to AGC, Vermont Subcontractors Association, Vermont Independent Electrical Contractors Association, Vermont Homebuilders Association and Vermont Licensed Plumbers Association. • Provided e-Tools to Vermont Construction Trade Unions. • Signed Alliance with AGC. • Continued the alliance with the VT. Safety and Health Council. • Continued to work within the

1 LO/TO training 14 attendees
 1 VOSHA organization training 13 attendees
 Participated in 30 hour construction course
 for 1 GC

Department of Labor to provide
 training for apprentices and for other
 job training programs.

- Worked with construction trade associations and other groups
- Provided training to apprentices
- Promoted availability of VOSHA CAS and Project WorkSAFE

**Intermediate
 Outcome
 Measures**

Review inspection activity
 quarterly.

**Primary
 Outcome
 Measures**

Percent reduction in DART Rate and
 fatal injuries

BLS NAICS code 236
 2006 DART 6.9 CFOI 3 fatalities
 2007 DART 4.7 CFOI 0 fatalities
 2008 DART 5.8 CFOI 0 fatalities

State OSHA Annual Report:
State Results Summary Chart

Strategic Goal #1: Improve workplace safety and health through compliance assistance and enforcement of occupational safety and health regulations and standards

Performance Goal #1.1: By 2013 reduce the rate of workplace injuries and illnesses in Construction by 15% and reduce fatalities by 25%

Performance Goal # 1.1b: Reduce workplace injuries and illnesses in Construction by 3% and reduce fatalities by 25%

Highway, street and bridge construction

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	<ul style="list-style-type: none"> • Conduct 165 construction inspections • Conduct 20 highway, street and bridge construction inspections. • Continue VOSHA LEP for falls in construction • Evaluate highway workzones when encountered 	<p>There were 24 inspections in SIC 1600-1699 20 TRENCH LEP inspections and 92 FALL LEP inspections conducted from 10/01/08 – 9/30/09</p> <p>3 OSHA 10 courses 110 attendees 3 OSHA 10 courses for apprentices 130 attendees 1 OSHA 10 hour course for 1 GC. 25 Project managers and superintendents 2 fall protection, residential fall protection and scaffolding trainings 77 attendees 2 safety days presentations for 2 separate GC's. 60 attendees 1 fall protection, highway workzones and confined space in construction training 14 attendees</p>	<ul style="list-style-type: none"> • Continued LEP's in Trenching and Scaffolding and falls • Provided Construction and Scaffolding e-Tools to AGC, Vermont Subcontractors Association, Vermont Independent Electrical Contractors Association and Vermont Licensed Plumbers Association. • Provided e-Tools to Vermont Construction Trade Unions. • Signed Alliance with AGC. • Continued to work within the Department of Labor to provide training for apprentices and for other job training programs. • Worked with construction trade

1 trench/confined space training 8 attendees
 1 LO/TO training 14 attendees
 1 VOSHA organization training 13 attendees
 Participated in 30 hour construction course
 for 1 GC

associations and other groups

- VT. Agency of Transportation continues to utilize VOSHA records and/or OSHA establishment search information in their contractor pre-qualification program
- Promoted availability of VOSHA CAS and Project WorkSAFE

**Intermediate
 Outcome
 Measures**

Review inspection activity quarterly

**Primary
 Outcome
 Measures**

Percent reduction in DART Rate and fatal injuries

BLS NAICS code 237
 2006 DART 4.9 CFOI 0 fatalities
 2007 DART 2.6 CFOI 0 fatalities
 2008 DART 3.1 CFOI 0 fatalities

State OSHA Annual Report:
State Results Summary Chart

Strategic Goal #1: Improve workplace safety and health through compliance assistance and enforcement of occupational safety and health regulations and standards

Performance Goal #1.1: By 2013 reduce the rate of workplace injuries and illnesses in Construction by 15% and reduce fatalities by 25%

Performance Goal # 1.1c: Reduce workplace injuries and illnesses in Construction by 3% and reduce fatalities by 25%

Roofing

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	<ul style="list-style-type: none"> Conduct 165 construction inspections. Conduct 15 roofing inspections Expand 10-hour course for Vocational Technical students and teachers to 3 other schools. Schedule 1 40-hour course for vocational technical educators. Inspect all fall hazards under VT. LEP 	<p>VOSHA did 37 inspections in SIC1761 and issued 80 violations.</p> <p>92 FALL LEP inspections conducted from 10/01/08 – 9/30/09</p> <p>3 OSHA 10 courses 110 attendees</p> <p>3 OSHA 10 courses for apprentices 130 attendees</p> <p>1 OSHA 10 hour course for 1 GC. 25 Project managers and superintendents</p> <p>2 fall protection, residential fall protection and scaffolding trainings 77 attendees</p> <p>2 safety days presentations for 2 separate GC's. 60 attendees</p> <p>1 fall protection, highway workzones and confined space in construction training 14 attendees</p>	<ul style="list-style-type: none"> Continued LEP's in Scaffolding and falls. Continued LEP for residential Construction. Provided Construction and Scaffolding e-Tools to AGC, Vermont Subcontractors Association, Vermont Independent Electrical Contractors Association, Vermont Homebuilders Association and Vermont Licensed Plumbers Association. Provided e-Tools to Vermont Construction Trade Unions. Signed Alliance with AGC. Continued the alliance with the VT. Safety and Health Council.

1 trench/confined space training 8 attendees
 1 LO/TO training 14 attendees
 1 VOSHA organization training 13 attendees
 Participated in 30 hour construction course
 for 1 GC

- Continued to work within the Department of Labor to provide training for apprentices and for other job training programs.
- Worked with construction trade associations and other groups
- Provided training to apprentices
- Promoted availability of VOSHA CAS and Project WorkSAFE

**Intermediate
 Outcome
 Measures**

Review inspection activity quarterly

**Primary
 Outcome
 Measures**

Percent reduction in DART Rate and fatal injuries

2006 1 fatality
 2007 0 fatalities
 2008 0 fatalities

State OSHA Annual Report:
State Results Summary Chart

Strategic Goal #1: Improve workplace safety and health through compliance assistance and enforcement of occupational safety and health regulations and standards

Performance Goal #1.1: By 2013 reduce the rate of workplace injuries and illnesses in Construction by 15% and reduce fatalities by 25%

Performance Goal # 1.1d: Reduce workplace injuries and illnesses in Construction by 3% and reduce fatalities by 25%

Falls from elevation

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	<ul style="list-style-type: none"> Conduct 165 construction inspections. Expand 10-hour course for Vocational Technical students and teachers to 3 other schools. Schedule 1 40-hour course for vocational technical educators. Provide training for 200 electrical and plumbing apprentices through the Vermont Apprenticeship Program's related instructor classes. Inspect all fall hazards under 	<ul style="list-style-type: none"> 92 FALL LEP inspections conducted from 10/01/08 – 9/30/09 3 OSHA 10 courses 110 attendees 3 OSHA 10 courses for apprentices 130 attendees 1 OSHA 10 hour course for 1 GC. 25 Project managers and superintendents 2 fall protection, residential fall protection and scaffolding trainings 77 attendees 2 safety days presentations for 2 separate GC's. 60 attendees 1 fall protection, highway workzones and confined space in construction training 14 attendees 1 trench/confined space training 8 attendees 1 LO/TO training 14 attendees 	<ul style="list-style-type: none"> Continued LEP's in Scaffolding and falls. Continued LEP for residential Construction. Provided Construction and Scaffolding e-Tools to AGC, Vermont Subcontractors Association, Vermont Independent Electrical Contractors Association, Vermont Homebuilders Association and Vermont Licensed Plumbers Association. Provided e-Tools to Vermont Construction Trade Unions. Signed Alliance with AGC. Continued the alliance with the VT. Safety and Health Council.

VT. LEP

1 VOSHA organization training 13 attendees
Participated in 30 hour construction course
for 1 GC

- Continued to work within the Department of Labor to provide training for apprentices and for other job training programs.
- Worked with construction trade associations and other groups
- Provided training to apprentices
- Promoted availability of VOSHA CAS and Project WorkSAFE

**Intermediate
Outcome
Measures**

Review inspection activity quarterly.

**Primary
Outcome
Measures**

Percent reduction in DART Rate and
fatal injuries

2006 1 fatality
2007 0 fatalities
2008 0 fatalities
2009 0 fatalities

State OSHA Annual Report:
State Results Summary Chart

Strategic Goal #1: Improve workplace safety and health through compliance assistance and enforcement of occupational safety and health regulations and standards

Performance Goal #1.1: By 2013 reduce the rate of workplace injuries and illnesses in Construction by 15% and reduce fatalities by 25%

Performance Goal # 1.1e: Reduce workplace injuries and illnesses in Construction by 3% and reduce fatalities by 25%

Trenching

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	<ul style="list-style-type: none"> Conduct 165 construction inspections. Expand 10-hour course for Vocational Technical students and teachers to 3 other schools. Schedule 1 40-hour course for vocational technical educators. Provide training for 200 electrical and plumbing apprentices through the Vermont Apprenticeship Program's related instruction classes. Inspect every trench and excavation under VT. LEP 	<p>20 TRENCH LEP inspections 10/01/08 – 9/30/09</p> <p>3 OSHA 10 courses 110 attendees 3 OSHA 10 courses for apprentices 130 attendees</p> <p>1 OSHA 10 hour course for 1 GC. 25 Project managers and superintendents</p> <p>2 fall protection, residential fall protection and scaffolding trainings 77 attendees</p> <p>2 safety days presentations for 2 separate GC's. 60 attendees</p> <p>1 fall protection, highway workzones and confined space in construction training 14 attendees</p> <p>1 trench/confined space training 8 attendees</p> <p>1 LO/TO training 14 attendees</p>	<ul style="list-style-type: none"> Continued LEP in Trenching, Continued LEP for residential Construction. Provided Construction and Scaffolding e-Tools to AGC, Vermont Subcontractors Association, Vermont Independent Electrical Contractors Association, Vermont Homebuilders Association and Vermont Licensed Plumbers Association. Provided e-Tools to Vermont Construction Trade Unions. Signed Alliance with AGC. Continued the alliance with the VT. Safety and Health Council. Continued to work within the Department of Labor to provide

1 VOSHA organization training 13 attendees
Participated in 30 hour construction course
for 1 GC

training for apprentices and for other
job training programs.

- Worked with construction trade associations and other groups
- Provided training to apprentices
- Promoted availability of VOSHA CAS and Project WorkSAFE

**Intermediate
Outcome
Measures**

Review inspection activity quarterly.

**Primary
Outcome
Measures**

Percent reduction in injuries and
Fatalities

2007 0 trenching accidents
2008 0 trenching accidents

State OSHA Annual Report:
State Results Summary Chart

Strategic Goal #1: Improve workplace safety and health through compliance assistance and enforcement of occupational safety and health regulations and standards

Performance Goal #1.1: By 2013 reduce the rate of workplace injuries and illnesses in Construction by 15% and reduce fatalities by 25%

Performance Goal # 1.1f: Reduce workplace injuries and illnesses in Construction by 3% and reduce fatalities by 25%

Struck by

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	<ul style="list-style-type: none"> Conduct 165 construction inspections. Expand 10-hour course for Vocational Technical students and teachers to 3 other schools. Schedule 1 40-hour course for vocational technical educators. Provide training for 200 electrical and plumbing apprentices through the Vermont Apprenticeship Program's related instruction classes. Target construction companies, CEOs, & 	<p>VOSHA conducted 37 inspections where there were struck by hazards.</p> <p>3 OSHA 10 courses 110 attendees</p> <p>3 OSHA 10 courses for apprentices 130 attendees</p> <p>40 hour course not conducted</p> <p>1 OSHA 10 hour course for 1 GC. 25 Project managers and superintendents</p> <p>2 fall protection, residential fall protection and scaffolding trainings 77 attendees</p> <p>2 safety days presentations for 2 separate GC's. 60 attendees</p> <p>1 fall protection, highway workzones and confined space in construction training 14 attendees</p> <p>1 trench/confined space training 8 attendees</p>	<ul style="list-style-type: none"> Continued LEP's in Trenching, Scaffolding and falls. Continued LEP for residential Construction. Provided Construction and Scaffolding e-Tools to AGC, Vermont Subcontractors Association, Vermont Independent Electrical Contractors Association, Vermont Homebuilders Association and Vermont Licensed Plumbers Association. Provided e-Tools to Vermont Construction Trade Unions. Signed Alliance with AGC. Continued the alliance with the VT. Safety and Health Council. Continued to work within the

Managers through employer groups and other business organizations offering defensive driving courses and road-safe materials.

- Send RoadSafe newsletter to AGC for distribution to their members Coordinate workplace traffic safety programs with AGC/VT and VTRANS.

1 LO/TO training 14 attendees
1 VOSHA organization training 13 attendees
Participated in 30 hour construction course for 1 GC

Department of Labor to provide training for apprentices and for other job training programs.

- Worked with construction trade associations and other groups
- Provided training to apprentices
- Promoted availability of VOSHA CAS and Project WorkSAFE

Intermediate Outcome Measures

Number of violations for back-up alarms, head protection, toe boards on scaffolding.

VOSHA cited the following struck by hazards:

Head protection 3
Back up alarms 2
Falling object protection 64

Primary Outcome Measures

Reduction in injuries and fatalities

CFOI
2006 0 fatalities
2007 0 fatalities
2008 0 fatalities

State OSHA Annual Report:
State Results Summary Chart

Strategic Goal #1: Improve workplace safety and health through compliance assistance and enforcement of occupational safety and health regulations and standards

Performance Goal #1.1: By 2013 reduce the rate of workplace injuries and illnesses in Construction by 15% and reduce fatalities by 25%

Performance Goal # 1.1g: Reduce workplace injuries and illnesses in Construction by 3% and reduce fatalities by 25%

Electrical

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	<ul style="list-style-type: none"> Conduct 165 construction inspections. Schedule 1 40-hour course for vocational technical educators. Provide training for 200 electrical and plumbing apprentices through the Vermont Apprenticeship Program's related instruction classes. Continue alliance with IBEW, VUEE and AGC. Form agreement with electric utilities for reporting of electrical contacts with transmission and distribution 	<p>VOSHA conducted 205 construction inspections. 190 Safety and 15 Health.</p> <p>71% of the violations were SRW. Only 14.4% were in compliance</p> <p>VOSHA cited 62 electrical violations on 42 construction inspections</p> <p>3 OSHA 10 courses 110 attendees</p> <p>3 OSHA 10 courses for apprentices 130 attendees</p> <p>1 OSHA 10 hour course for 1 GC. 25 Project managers and superintendents</p> <p>2 fall protection, residential fall protection and scaffolding trainings 77 attendees</p> <p>2 safety days presentations for 2 separate GC's. 60 attendees</p> <p>1 fall protection, highway workzones and confined space in construction training</p>	<p>Meeting with VT Electric Coop to discuss GMVPP</p>

lines :
14 attendees
1 trench/confined space training 8 attendees
1 LO/TO training 14 attendees
1 VOSHA organization training 13 attendees
Participated in 30 hour construction course
for 1 GC

**Intermediate
Outcome
Measures** Review inspection activity quarterly.

**Primary
Outcome
Measures** Percent reduction in injuries and
Fatalities 2006 1 fatality
2007 1 fatalities
2008 0 fatalities
2008 WC 23 electrical burns 4 lost time
2009 0 Fatalities

State OSHA Annual Report:
State Results Summary Chart

Strategic Goal #1: Improve workplace safety and health through compliance assistance and enforcement of occupational safety and health regulations and standards

Performance Goal #1.1: By 2013 reduce the rate of workplace injuries and illnesses in Construction by 15% and reduce fatalities by 25%

Performance Goal # 1.1h: Reduce workplace injuries and illnesses in Construction by 3% and reduce fatalities by 25%

Noise

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	<ul style="list-style-type: none"> • Conduct 165 construction inspections. • Provide training for 200 electrical and plumbing apprentices through the Vermont Apprenticeship Program's related instruction classes. • Have all CSHO's use sound level meters to screen for possible overexposures and to make appropriate referrals 	<p>VOSHA conducted sampling on 5 inspections 2 noise sampling inspections and 3 sound level screenings 3 OSHA 10 courses 110 attendees 3 OSHA 10 courses for apprentices 130 attendees 1 OSHA 10 hour course for 1 GC. 25 Project managers and superintendents 2 fall protection, residential fall protection and scaffolding trainings 77 attendees 2 safety days presentations for 2 separate GC's. 60 attendees 1 fall protection, highway workzones and confined space in construction training 14 attendees 1 trench/confined space training 8 attendees</p>	<p>All Safety CSHO's are currently using sound level meters to screen for possible overexposures and to make appropriate referrals</p>

1 LO/TO training 14 attendees
1 VOSHA organization training 13 attendees
Participated in 30 hour construction course
for 1 GC

**Intermediate
Outcome
Measures**

Number of referrals to health and
number of noise samplings.

There was 1 referral to Health

**Primary
Outcome
Measures**

Reduction in noise exposures over
85db. Number of employers with
hearing conservation programs

W/C first reports of injury for hearing loss
2007 37
2008 11

State OSHA Annual Report:
State Results Summary Chart

Strategic Goal #1: Improve workplace safety and health through compliance assistance and enforcement of occupational safety and health regulations and standards

Performance Goal #1.1: By 2013 reduce the rate of workplace injuries and illnesses in Construction by 15% and reduce fatalities by 25%

Performance Goal # 1.1i: Reduce workplace injuries and illnesses in Construction by 3% and reduce fatalities by 25%

Silica

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	<ul style="list-style-type: none"> • Conduct 165 construction inspections. • Work with AGC and Vermont Homebuilders Association to get a new applicant for Construction VPP. • Expand 10-hour course for Vocational Technical students and teachers to 3 other schools. • Schedule 1 40-hour course for vocational technical educators. • Provide training for 200 electrical and plumbing apprentices through the Vermont Apprenticeship 	<p>6 SILICA inspections conducted from 10/01/08 -9/30/09</p> <p>3 OSHA 10 courses 110 attendees</p> <p>3 OSHA 10 courses for apprentices 130 attendees</p> <p>1 OSHA 10 hour course for 1 GC. 25 Project managers and superintendents</p> <p>2 fall protection, residential fall protection and scaffolding trainings 77 attendees</p> <p>2 safety days presentations for 2 separate GC's. 60 attendees</p> <p>1 fall protection, highway workzones and confined space in construction training 14 attendees</p> <p>1 trench/confined space training 8 attendees</p> <p>1 LO/TO training 14 attendees</p>	<p>.All OSHA 10 courses have a 2 hour segment on silica and MDI</p>

- Program's related instruction classes.
 - Outreach to AGC. Stress engineering controls when cutting concrete and granite curbstones.
 - Outreach to a concrete manufacturers including CD on Noise and Silica.
 - Outreach at Trade Shows. Industry specific training
- 1 VOSHA organization training 13 attendees
Participated in 30 hour construction course for 1 GC

**Intermediate
Outcome
Measures**

Review inspection activity quarterly.

**Primary
Outcome
Measures**

Percent reduction in first reports of injury for respiratory illness

W/C first reports of injury for respiratory illness
2007 83
One from an industry that has a silica exposure
2008 There were 87 WC First Reports, 11 of which involved lost time

State OSHA Annual Report:
State Results Summary Chart

Strategic Goal #1: Improve workplace safety and health through compliance assistance and enforcement of occupational safety and health regulations and standards

Performance Goal #1.1: By 2013 reduce the rate of workplace injuries and illnesses in Construction by 15% and reduce fatalities by 25%

Performance Goal # 1.1j: Reduce workplace injuries and illnesses in Construction by 3% and reduce fatalities by 25%

Youth

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	<ul style="list-style-type: none"> • 400 VOTECH students and apprentices trained. • 40 hour training for Vocational Technical educators3 VOTECH alliances • Conduct training for 200 apprentices. • Partner with the Vermont Department of Education to provide Safety and Health information to students. Work with schools to provide information and training to trade school students. • Partner with the Vermont Department of Labor to provide information to 	<p>3 OSHA 10 courses 110 attendees 3 OSHA 10 courses for apprentices 130 attendees 1 OSHA 10 hour course for 1 GC. 25 Project managers and superintendents 2 fall protection, residential fall protection and scaffolding trainings 77 attendees 2 safety days presentations for 2 separate GC's. 60 attendees 1 fall protection, highway workzones and confined space in construction training 14 attendees 1 trench/confined space training 8 attendees 1 LO/TO training 14 attendees 1 VOSHA organization training 13 attendees VOSHA 10 hour course for VT. DOL youth</p>	<p>Met twice with Franklin County Workforce Development Board to discuss safety and health protection for youth in the workplace</p>

- students and youth workers.
 - Partner with AGC and Vocational Education and School Districts to provide Safety Training for students and teachers in Vocational Technical education.
 - Conduct safety training for VT. Youth Conservation Corp and apprentices as part of related instruction.
 - Expand 10-hour course for Vocational Technical students and teachers to 3 other schools.
 - Schedule 1 40-hour course for vocational technical educators.
- training initiative 10 attendees
Participated in 30 hour construction course for 1 GC

Intermediate Outcome Measures

Number of alliances developed

There are 6 active alliances

Primary Outcome Measures

Number of youth that participate in Safety and Health outreach and training

2007 130 Vocational students and 200 apprentices trained. 1 VOTECH school alliance.
2008 160 Vocational students and 200 apprentices trained.
BLS 1220 non fatal injuries and illnesses for workers under 25

State OSHA Annual Report:
State Results Summary Chart

Strategic Goal #1: Improve workplace safety and health through compliance assistance and enforcement of occupational safety and health regulations and standards

Performance Goal #1.1: By 2013 reduce the rate of workplace injuries and illnesses in Construction by 15% and reduce fatalities by 25%

Performance Goal # 1.1k: Reduce workplace injuries and illnesses in Construction by 3% and reduce fatalities by 25%

Highway Workzones

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	<ul style="list-style-type: none"> Evaluate workzones when encountered. Conduct training for law enforcement on reflective clothing. Continue alliance with State Police. Work with AGC, League of Cities and Towns, Vermont Agency of Transportation and Vermont local roads. Outreach to Police and Sheriff Departments. Strong enforcement of Signs, Signals and Barricades with particular emphasis on PPE in work zones. 	<p>16 HIGHWAY WORKZONES inspections conducted from 10/01/08-9//30/09</p> <p>3 OSHA 10 courses 110 attendees 3 OSHA 10 courses for apprentices 130 attendees 1 OSHA 10 hour course for 1 GC. 25 Project managers and superintendents 2 fall protection, residential fall protection and scaffolding trainings 77 attendees 2 safety days presentations for 2 separate GC's. 60 attendees 1 fall protection, highway workzones and confined space in construction training 14 attendees 1 trench/confined space training 8 attendees 1 LO/TO training 14 attendees</p>	<p>CSHO's evaluate workzones when they encounter them. If there are any problems, the CSHO will open an inspection.</p> <p>VTRANS District 7 GMVPP Alliance with VT State Police</p>

- Work with state and private road construction companies in the distribution of work zone and workplace traffic safety materials. 1 VOSHA organization training 13 attendees
- Distribute flagger training CD through AGC
- Promote availability of VOSHA CAS and Project WorkSAFE
- Distribute information on FHWA rule requiring workers to wear high visibility safety apparel while working in the right of way of federal aid highways. The rule takes effect 11/24/2008

Intermediate Outcome Measures

Number of inspections and violations 16 inspections with 4 violations

Primary Outcome Measures

Percent reduction in injuries and fatalities
 2006 0 fatalities
 2007 0 accidents
 2008 0 accidents

State OSHA Annual Report:
State Results Summary Chart

Strategic Goal #1: Improve workplace safety and health through compliance assistance and enforcement of occupational safety and health regulations and standards

Performance Goal #1.2: By 2013 reduce the rate of workplace injuries and illnesses in General Industry by 15% and reduce fatalities by 25%

Performance Goal # 1.2a: Reduce workplace injuries and illnesses in General Industry by 3% and reduce fatalities by 25%

Food processing

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	<ul style="list-style-type: none"> • Conduct 20 inspections. • Investigate all serious accidents. • Send Project RoadSafe Newsletter to food processors • Develop machine guarding training for food processing 	<p>Conducted 13 FOOD PROCESSING inspections in SIC 2000-2099. Issued 40 violations</p>	<ul style="list-style-type: none"> • Used DEPARTMENT OF LABOR database to target firms in food processing NAICS for outreach and compliance assistance • Included Micro Brewers in scheduling systems. • Targeted machine guarding in food processing. • VT. Dept. of Health distributes a “who to contact” brochure to persons that want to open a restaurant or facility that prepares food for sale to the public. VOSHA/Project WorkSAFE is listed as a contact. • Sent Project RoadSafe Newsletter to food processors • Promoted availability of VOSHA CAS and Project WorkSAFE

**Intermediate
Outcome
Measures**

- Five inspections per quarter. VOSHA did not meet its' goal of 20 inspections
- 5% of programmed inspections in NEP SIC codes VOSHA did not have any food processing GMVPP sited in FY 2009
- One VPP

**Primary
Outcome
Measures**

Percent reduction in DART. BLS NAICS code 311
2006 DART 6.9
2007 DART 4.7
2008 DART 5.0

State OSHA Annual Report:
State Results Summary Chart

Strategic Goal #1: Improve workplace safety and health through compliance assistance and enforcement of occupational safety and health regulations and standards

Performance Goal #1.2: By 2013 reduce the rate of workplace injuries and illnesses in General Industry by 15% and reduce fatalities by 25%

Performance Goal # 1.2b: Reduce workplace injuries and illnesses in General Industry by 3% and reduce fatalities by 25%

Lumber and wood products

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	<ul style="list-style-type: none"> • 4 logging inspections • 8 wood products manufacturing inspections • Form alliance with forestry products subgroup of Associated Industries of Vermont (AIV) • Work with industry to implement new W/C legislation to reduce premiums. 	<p>8 lumber & wood product inspections and 4 logging inspections were conducted from 10/01/08-9/30/09. There were 39 violations cited</p> <p>One wood dust sample was sent to the Salt Lake Lab for testing and found to be explosive</p> <p>On two other inspections a housekeeping violation was issued for excessive amounts of dust.</p>	<ul style="list-style-type: none"> • Worked with forest products industry associations, VT. Dept. of Forest Parks and Recreation, Project WorkSAFE and wood products subgroup of Associated Industries of VT. • 2 accident investigation trainings 100 attendees
Intermediate Outcome Measures	<ul style="list-style-type: none"> • Number of inspections and violations • Number of companies with safety and health programs 		

**Primary
Outcome
Measures**

- Reduction in injuries and fatalities
BLS NAICS 321
2006 DART 3.0 CFOI Industry fatalities 2
- Reduction in W/C premiums
2007 DART 4.2 CFOI 1 fatality
2008 DART 4.7 CFOI 1 fatality

State OSHA Annual Report:
State Results Summary Chart

Strategic Goal #1: Improve workplace safety and health through compliance assistance and enforcement of occupational safety and health regulations and standards

Performance Goal #1.2: By 2013 reduce the rate of workplace injuries and illnesses in General Industry by 15% and reduce fatalities by 25%

Performance Goal # 1.2c: Reduce workplace injuries and illnesses in General Industry by 3% and reduce fatalities by 25%

Small business

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	<ul style="list-style-type: none"> One Webinar with VT. Chamber of Commerce Post all trainings for VT. Safety and Health Council Post all trainings for VT. SBDC Continue CAS outreach and training to business 	<p>1 meeting with the NE Chapter of the VT Safety and Health Council 5 employers</p> <p>1 training with the NE Chapter of the VT Safety and Health Council on GI fall protection 45 attendees</p> <p>Conducted a Webinar with VT Chamber of Commerce</p>	
Intermediate Outcome Measures	Number of training sessions	23 training sessions	
Primary Outcome Measures	Number of small businesses with S&H programs	<p>2007 75 small business trained</p> <p>2008 90 small business trained</p> <p>2009 90 small business trained</p>	

State OSHA Annual Report:
State Results Summary Chart

Strategic Goal #1: Improve workplace safety and health through compliance assistance and enforcement of occupational safety and health regulations and standards

Performance Goal #1.2: By 2013 reduce the rate of workplace injuries and illnesses in General Industry by 15% and reduce fatalities by 25%

Performance Goal # 1.2d: Reduce workplace injuries and illnesses in General Industry by 3% and reduce fatalities by 25%

Large Farm Initiative

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	Support Project WorkSAFE activities .		. At this time only Project WorkSAFE is involved with the agricultural community. VOSHA will provide support for this initiative as needed.
Intermediate Outcome Measures			
Primary Outcome Measures			

State OSHA Annual Report:
State Results Summary Chart

Strategic Goal #1: Improve workplace safety and health through compliance assistance and enforcement of occupational safety and health regulations and standards

Performance Goal #1.2: By 2013 reduce the rate of workplace injuries and illnesses in General Industry by 15% and reduce fatalities by 25%

Performance Goal # 1.2e: Reduce workplace injuries and illnesses in General Industry by 3% and reduce fatalities by 25%

Targeted NAICS SICs

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	<ul style="list-style-type: none"> Inspect 100% of the firms on the ODI list that have DART rates above the threshold. Send letters to all companies on the ODI list offering services of Project WorkSAFE 	68 SST list inspections conducted from 10/01/08-9/30/09. This is 100% of the eligible companies on the list.	Those inspected by Project WorkSAFE will not receive a general schedule enforcement inspection
Intermediate Outcome Measures	Number of requests for Project WorkSAFE assistance.		
Primary Outcome Measures	Reduction in injuries and illnesses.	2007 100% of companies on ODI list inspected by VOSHA or Project WorkSAFE 2008 100% of companies on ODI list inspected by VOSHA or Project WorkSAFE 2009 100% of companies on ODI list inspected by VOSHA or Project WorkSAFE	

State OSHA Annual Report:
State Results Summary Chart

Strategic Goal #1: Improve workplace safety and health through compliance assistance and enforcement of occupational safety and health regulations and standards

Performance Goal #1.2: By 2013 reduce the rate of workplace injuries and illnesses in General Industry by 15% and reduce fatalities by 25%

Performance Goal # 1.2f: Reduce workplace injuries and illnesses in General Industry by 3% and reduce fatalities by 25%

Amputations

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	<ul style="list-style-type: none"> Conduct 40 inspections. Target industry using DEPARTMENT OF LABOR benchmark employment database. Process one VPP site. Provide E-tools and machine guarding videos to industry trade associations. Perform inspections whenever Workers Compensation is notified of an amputation. Get list of companies with lacerations from W/C. 	<p>48 inspections from 10/01/08 – 9/30/09 in which employees had potential exposure to amputation hazards.</p> <p>3 GMVPP site audits</p> <p>Workers' Compensation has provided VOSHA with a list of all companies that had amputations in 2007 and 2008. These companies will be added to out SST list.</p>	<p>Those inspected by Project WorkSAFE will not receive a general schedule enforcement inspection</p>

- Promote availability of VOSHA CAS and Project WorkSAFE
- Have CAS conduct training for employers. Review OSHA 300 log on all inspections looking for lacerations and amputations
- Promoted availability of VOSHA CAS and Project WorkSAFE
- CAS conducted training for employers.
- OSHA 300 logs were reviewed on all inspections looking for lacerations and amputations

Intermediate Outcome Measures

10 inspections per quarter

Primary Outcome Measures

Percent reduction in amputations and lacerations reported to w/c.

Workers' Compensation

Amputations	Lacerations
2006-22	2006 2855
2007 25	2007 2917
2008 23	2008 Finger 50 Thumb 313

State OSHA Annual Report:
State Results Summary Chart

Strategic Goal #1: Improve workplace safety and health through compliance assistance and enforcement of occupational safety and health regulations and standards

Performance Goal #1.2: By 2013 reduce the rate of workplace injuries and illnesses in General Industry by 15% and reduce fatalities by 25%

Performance Goal # 1.2g: Reduce workplace injuries and illnesses in General Industry by 3% and reduce fatalities by 25%

Isocyanates, asthma and allergies

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	<ul style="list-style-type: none"> Work with Project WorkSAFE and the Health Department Occupational physician to develop training materials for employers and employees. Conduct joint training with WorkSAFE 	11 LEAD inspections 7 EXPLOSIVE DUST inspections 2 mold inspections 2 isocyanates inspections	
Intermediate Outcome Measures	Number of training sessions and persons trained	There was no training provided by the VT. CAS	
Primary Outcome Measures	Reduce Isocyanate exposures and the incidence of occupational asthma	FY 2008 average isocyanate exposure W/C 2007. 83 first reports of injury for respiratory illness W/C 2008. 100 first reports of injury for respiratory illness	Provided NIOSH information on these topics at all safety and health conferences, trainings and seminars to educate all employers and employees

State OSHA Annual Report:
State Results Summary Chart

Strategic Goal #1: Improve workplace safety and health through compliance assistance and enforcement of occupational safety and health regulations and standards

Performance Goal #1.2: By 2013 reduce the rate of workplace injuries and illnesses in General Industry by 15% and reduce fatalities by 25%

Performance Goal # 1.2h: Reduce workplace injuries and illnesses in General Industry by 3% and reduce fatalities by 25%

Electrical

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	<ul style="list-style-type: none"> Review electrical hazards or all inspections Schedule 1 40-hour course for vocational technical educators. Provide training for 200 electrical and plumbing apprentices through the Vermont Apprenticeship Program's related instruction classes. Continue alliance with IBEW, VUEE and AGC. Expand 10-hour course for Vocational Technical students and teachers to 3 other schools. 	<p>VOSHA conducted 151 General Industry inspections. 79 Safety and 72 Health</p> <p>VOSHA cited 99 electrical hazards</p>	<ul style="list-style-type: none"> 40-hour course for vocational technical educators was not conducted. Provided training for 130 electrical and plumbing apprentices through the Vermont Apprenticeship Program's related instruction classes. Alliance with IBEW and AGC. ongoing Alliance with VUEE discontinued because organization no longer exists

- Schedule 1 40-hour course for vocational technical educators.
- Form agreement with electric utilities for reporting of electrical contacts with transmission and distribution lines

Intermediate Outcome Measures

Review inspection activity quarterly.

Primary Outcome Measures

Percent reduction in injuries and Fatalities

2008 4 electrical contacts reported by utilities
 2008 WC 23 electrical burns 4 lost time
 2 electrical contacts and 3 reports of close proximity to overhead transmission lines.
 There were no fatalities.

State OSHA Annual Report:
State Results Summary Chart

Strategic Goal #1: Improve workplace safety and health through compliance assistance and enforcement of occupational safety and health regulations and standards

Performance Goal #1.2: By 2013 reduce the rate of workplace injuries and illnesses in General Industry by 15% and reduce fatalities by 25%

Performance Goal # 1.2i: Reduce workplace injuries and illnesses in General Industry by 3% and reduce fatalities by 25%

Powered Industrial Trucks

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	<ul style="list-style-type: none"> Inspect all PIT's during both programmed and unprogrammed inspections. 	VOSHA conducted 151 General Industry inspections. 79 Safety and 72 Health. PIT's reviewed on 15 inspections and 17 violations were issued	
Intermediate Outcome Measures	number of inspections where PIT's are inspected	PIT's reviewed on all inspections where they are found. VOSHA issues 16 violations on 14 inspections	
Primary Outcome Measures	<ul style="list-style-type: none"> Increased use of safety equipment. Reduction in fatalities	2007 1 fatality 2008 0 fatalities 2009 0 fatalities	

State OSHA Annual Report:
State Results Summary Chart

Strategic Goal #1: Improve workplace safety and health through compliance assistance and enforcement of occupational safety and health regulations and standards

Performance Goal #1.2: By 2013 reduce the rate of workplace injuries and illnesses in General Industry by 15% and reduce fatalities by 25%

Performance Goal # 1.2j: Reduce workplace injuries and illnesses in General Industry by 3% and reduce fatalities by 25%

Noise

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	<ul style="list-style-type: none"> Evaluate potential noise exposures on all worksites. Have all CSHO's use sound level meters to screen for possible overexposures and to make appropriate referrals 	VOSHA conducted 151 General Industry inspections. 79 Safety and 72 Health	<ul style="list-style-type: none"> CSHO's used sound level meters to screen for possible overexposures and to make appropriate referrals
Intermediate Outcome Measures	Number of referrals to health and number of noise samplings.	Noise sampling was done on 2 inspections and 2 violations were issued	
Primary Outcome Measures	Reduction in noise exposures over 85db. Number of employers with hearing conservation programs	Workers' Compensation 2007. 37 first reports of injury for hearing loss 2008. 11 first reports of injury for hearing loss	

State OSHA Annual Report:
State Results Summary Chart

Strategic Goal #1: Improve workplace safety and health through compliance assistance and enforcement of occupational safety and health regulations and standards

Performance Goal #1.2: By 2013 reduce the rate of workplace injuries and illnesses in General Industry by 15% and reduce fatalities by 25%

Performance Goal # 1.2k: Reduce workplace injuries and illnesses in General Industry by 3% and reduce fatalities by 25%

Silica

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	<ul style="list-style-type: none"> • 10 inspections in granite industry and concrete industry • Provide Silica e-Tools to affected industries • Sign alliance with Barre Granite Assn. and their W/C insurer. W/C insurer is requiring respiratory protection for all employees exposed at levels above the proposed OSHA PEL • Use Department of Labor database to target Enforcement and Consultation efforts toward selected NAICS codes where Silica is present. 	<p>7 SILICA inspections conducted from 10/01/08 -9/30/09</p> <p>There was no alliance activity with BGA.</p>	<ul style="list-style-type: none"> • Alliance with Barre Granite Assn. and their W/C insurer is not being actively pursued by BGA. W/C insurer is requiring respiratory protection for all employees exposed at levels above the proposed OSHA PEL

	<ul style="list-style-type: none"> • Outreach to slate manufacturers • Develop MOU with Dept. of Health Board Certified Occupational Health Physician. • Use silica Power point to explain silica disease to employers and employees 	<p>No outreach to slate manufacturers</p> <p>Project WorkSAFE works closely with Occupational Health Physician</p>	<ul style="list-style-type: none"> • Outreach to slate manufacturers has been discontinued because the companies fall under MSHA jurisdiction
Intermediate Outcome Measures	<p>:</p> <p>Number of inspections and number of samples</p>	<p>Seven silica inspections. Fifteen samples</p>	
Primary Outcome Measures	<p>Percent reduction in silica exposures Reduction in silica related illness</p>	<p>2006 2 inspections of short duration jobs (1-2 hours). Citations issued on both jobs for lack of PPE. No sampling conducted because CSHO's encountered jobs as part of another inspection. Sampling conducted on 1 construction site with no exposure. W/C 2007. 83 first reports of injury for respiratory illness One from an industry that has a silica exposure 2008 0 silica first reports</p>	

State OSHA Annual Report:
State Results Summary Chart

Strategic Goal #1: Improve workplace safety and health through compliance assistance and enforcement of occupational safety and health regulations and standards

Performance Goal #1.2: By 2013 reduce the rate of workplace injuries and illnesses in General Industry by 15% and reduce fatalities by 25%

Performance Goal # 1.2I: Reduce workplace injuries and illnesses in General Industry by 3% and reduce fatalities by 25%

Transportation

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	<ul style="list-style-type: none"> Continue alliance with Vermont Chamber of Commerce to promote seat belt use and safe driving for employees. Raise transportation issues with employers during enforcement inspections and consultative visits 24 bi- monthly ROADSAFE newsletters. Participate at 3 trade shows/expos. Purchase radio spots to promote seat belt use, defensive driving and reduction of distractions 	<p>VOSHA conducted 151 General Industry inspections. 79 Safety and 72 Health</p> <p>Seat belt use, reduction of distractions and defensive driving discussed with employers that have workers that drive for business</p> <p>24 bi- monthly ROADSAFE newsletters distributed electronically</p> <p>Participated at 3 trade shows/expos.</p> <p>No radio spots purchased</p>	

Intermediate Outcome Measures	Number of inspections and visits where seat belt use and safe driving is discussed	Transportation issues raised during enforcement inspections, informal conferences and consultative visits with employers that have workers that drive for business.
Primary Outcome Measures	reduction in number and severity of employee traffic accidents.	<p>2006 (CFOI). 4 highway related fatalities.</p> <p>2006 (W/C) 337 motor vehicle accidents, 65 resulted in lost time</p> <p>2007 CFOI 4 fatalities</p> <p>2008 CFOI 4 fatalities</p> <p>2008 WC 815 motor vehicle accidents, 35 resulted in lost time</p>

State OSHA Annual Report:
State Results Summary Chart

Strategic Goal #1: Improve workplace safety and health through compliance assistance and enforcement of occupational safety and health regulations and standards

Performance Goal #1.2: By 2013 reduce the rate of workplace injuries and illnesses in General Industry by 15% and reduce fatalities by 25%

Performance Goal # 1.2m: Reduce workplace injuries and illnesses in General Industry by 3% and reduce fatalities by 25%

Youth Workers

Performance Indicator Type	Indicator	Results	Comments
Activity Measures	<ul style="list-style-type: none"> Partner with the Vermont Department of Education to provide Safety and Health information to students. Work with schools to provide information and training to trade school students. Partner with the Vermont Department of Labor to provide information to students and youth workers. Partner with AGC and Vocational Education and School Districts to provide Safety Training for students and teachers in Vocational Technical education. 	<p>VOSHA conducted 151 General Industry inspections. 79 Safety and 72 Health</p> <p>1 LO/TO training 14 attendees</p> <p>1 VOSHA organization training 13 attendees</p> <p>VOSHA 10 hour course for VT. DOL youth training initiative 10 attendees. Attendees were supervisory staff for the youth employees.</p> <p>One OSHA 30 hour course for general industry</p>	Provide website link to OSHA Youth initiative

	<ul style="list-style-type: none"> • Conduct safety training for VT. Youth Conservation Corp and apprentices as part of related instruction. • Expand 10-hour course for Vocational Technical students and teachers to 3 other schools. • Schedule 1 40-hour course for vocational technical educators. 	40 hour course was not conducted in 2009	
Intermediate Outcome Measures	<ul style="list-style-type: none"> • Number of partnerships developed • Number of youth that participate in Safety and Health outreach and training 	<p>2009 80 Vocational students and 130 apprentices trained.</p> <p>1 LO/TO training 14 attendees</p> <p>1 VOSHA organization training 13 attendees</p> <p>VOSHA 10 hour course for VT. DOL youth training initiative 10 attendees. Attendees were supervisory staff for the youth employees.</p>	
Primary Outcome Measures	<ul style="list-style-type: none"> • 400 VOTECH students and apprentices trained. • 40 hour training for Vocational Technical educators • 3 VOTECH alliances <p>Conduct training for 200 apprentices</p>	<p>2007 130 Vocational students and 200 apprentices trained. 1 VOTECH school alliance.</p> <p>2008 160 Vocational students and 200 apprentices trained.</p> <p>2009 80 Vocational students and 130 apprentices trained.</p> <p>BLS 1220 non fatal injuries and illnesses for workers under 25</p>	<p>Only new apprentices trained. Training not required for apprentices that had the training in previous years.</p>

PROGRESS TOWARD STRATEGIC PLAN ACCOMPLISHMENT

During FY 2009 VOSHA conducted 277 Safety inspections and 92 Health inspections. These inspections resulted in 207 Other, 474 Serious, 6 Willful and 18 Repeat violations. 62.6% of the inspections had SWR violations and 20.1% were in compliance. There were 2 FAT/CAT inspections, 63 Complaints and 42 Referrals. Most of the referrals were CSHO self referrals for LEP inspections.

For the Calendar year 2008 The National Conference of Compensation Insurers (NCCI) proposed an overall Workers' Compensation rate reduction of 4.1%. For 2009 the rate reduction is 13.0% for the voluntary market and 9.6% for the Assigned Risk Pool. These percentages are an average of the reductions in the following five sectors:

Manufacturing -11.6%
Contracting - 16.1%
Office and clerical -14.8%
Goods and services -11.5%
Miscellaneous -12.8%

Historical Workers' Compensation claims for the period 2004-2008 show that the number of WC First Reports of Injury has remained static, but the number of those reports that resulted in lost time has declined each year.

2004	20888	first reports	3191	lost time
2005	21270		1784	
2006	22303		1776	
2007	21911		1455	
2008	21355		1712	

Two strategic goals were established for the Vermont Division of Occupational Safety and Health's (VOSHA) five year Strategic Plan. These strategic goals are:

Goal 1.1

By 2013 reduce the rate of workplace injuries and illnesses in construction by 15% and reduce fatalities by 25%

<i>Area of Emphasis</i>	<i>Reduction in Injury/Illness Rate</i>	<i>Reduction in fatalities</i>
Construction	15%	25%
High incident/High severity industries		
A. Residential and Commercial building construction		
B. Highway Street and bridge construction		
C. Roofing		
Safety and Health hazard emphasis		
D. Falls from elevation		
E. Trenching		
F. Struck by		
G. Electrical		
H. Noise		
I. Silica		
J. Youth Workers		
K. Highway Workzones		

A summary of VOSHA's progress toward achievement of each of its five-year strategic goals follows.

Annual Performance Goal # 1.1: Reduce workplace injuries and illnesses in Construction by 3% and reduce fatalities by 25%

Residential and Commercial

Discussion of strategies used to support goal accomplishment and data used in measuring.

Overall VOSHA conducted 190 safety inspections and 15 health inspections in construction. There were 9 complaints, 27 referral and no FAT/CAT inspections. VOSHA conducted 80 inspections in Residential and Commercial building construction (SIC 1500-1599). VOSHA continued its' LEP's in residential construction trenching and fall protection. Inspection staff is required to stop at every excavation they encounter in their travel. All excavations are subject to inspection. Additionally, inspectors are required to do an inspection whenever they observe a fall hazard. These LEP's have resulted in the increase in the number of self referrals. VOSHA electronic complaint process is operational. VOSHA info mailbox is operational for employer or employee questions.

The Alliance between VOSHA and AGC is ongoing. Regional Alliance with the Safety and Health Council of Northern New England is ongoing. Alliances with the VT. Safety and Health Council and Vermont Rural Water ongoing. VOSHA continues to participate in the AGC training activity. Training materials were distributed to AGC. VOSHA has targeted inspections in the construction industry. VOSHA staff has conducted training in construction and participated in two construction "safety days" for 2 separate construction companies. Five OSHA 10 courses were provided to 215 students. One OSHA 10 course was provided to 25 project managers and supervisors from 1 general contractor. VOSHA and Project WorkSAFE staff presented six 10 hour construction courses with 240 attendees. Three training sessions on Construction LEP's 102 participants.

Conclusion:

VOSHA conducted 55.5% of its total inspections and 61% of its' programmed inspections in construction. The Vermont VPP Construction is in place. There were no construction fatalities in 2009.

VOSHA continues to participate in the AGC training. Training materials were distributed to AGC. VOSHA has targeted inspections in the construction industry. VOSHA staff has conducted training in construction. Vermont met its goal of reducing construction fatalities, but saw an increase in the DART rate from 2007 to 2008. It should be noted that the number of Vermont fatalities is very small and therefore the number can be quite volatile.

	2006	2007	2008
Fatalities	3	0	0
DART Rate	6.9	4.7	5.8

Highway, street and bridge construction

Discussion of strategies used to support goal accomplishment and data used in measuring outcomes:

VOSHA conducted 24 inspections in highway, street and bridge construction (SIC 1600-1699). VOSHA continued its' LEP's in residential construction trenching and fall protection. Inspection staff is required to stop at every excavation they encounter in their travel. All excavations are subject to inspection. Additionally, inspectors are required to do an inspection whenever they observe a fall hazard. These LEP's have resulted in the increase in the number of self referrals. VOSHA electronic complaint process is operational. VOSHA info mailbox is operational for employer or employee questions.

Conclusion:

There no fatalities in 2009.

Vermont met its goal of reducing fatalities and the BLS DART rate.

	2006	2007	2008
Fatalities	0	0	0
DART Rate	4.9	2.6	3.1

It should be noted that the number of Vermont fatalities is very small and therefore the number can be quite volatile

Roofing

Discussion of strategies used to support goal accomplishment and data used in measuring outcomes:

VOSHA continued its' LEP's in residential construction and fall protection. VOSHA did 37 inspections in the roofing industry (SIC 1761) and issued 80 violations. All inspectors are required to do an inspection whenever they observe a fall hazard. The LEP's have resulted in the increase in the number of self referrals. VOSHA electronic complaint process is operational. VOSHA info mailbox is operational for employer or employee questions.

Conclusion:

VOSHA conducted 37 inspections in SIC 1761. VOSHA also conducted 92 Fall LEP inspections. There were no fatalities in 2009

Falls from elevation

Discussion of strategies used to support goal accomplishment and data used in measuring outcomes:

VOSHA conducted 92 Fall LEP inspections. VOSHA continued its' LEP's in residential construction trenching and fall protection. Inspectors are required to do an inspection whenever they observe a fall hazard. The LEP's have resulted

in the increase in the number of self referrals. VOSHA electronic complaint process is operational. VOSHA info mailbox is operational for employer or employee questions.

Conclusion:

There were no fatalities in 2009

Trenching

Discussion of strategies used to support goal accomplishment and data used in measuring outcomes:

VOSHA conducted 20 trenching LEP inspections. VOSHA continued its' LEP in trenching. Inspection staff is required to stop at every excavation they encounter in their travel. All excavations are subject to inspection. The LEP has resulted in the increase in the number of self referrals. VOSHA electronic complaint process is operational. VOSHA info mailbox is operational for employer or employee questions.

Conclusion:

Vermont had an increase in the BLS DART Rate from 2006 to 2008. The goal of reducing the BLS DART rate was not achieved during the period 2008 and 2009 however the 2009 BLS rate for this sector is not available at this time. This goal was added in FY 2009.

BLS DART Rate	2006 2.1	2008 2.6
---------------	----------	----------

Struck by

Discussion of strategies used to support goal accomplishment and data used in measuring outcomes:

190 safety inspections and 15 health inspections. There were 9 complaints, 27 referral and no FAT/CAT inspections. VOSHA electronic complaint process is operational. VOSHA info mailbox is operational for employer or employee questions.

Conclusion: There were no highway workzone fatalities in 2009. Vermont has had no fatalities during the period of this strategic plan. CSHO's are consistently evaluating highway workzones when they encounter them.

Electrical

Discussion of strategies used to support goal accomplishment and data used in measuring outcomes:

190 safety inspections and 15 health inspections. There were 9 complaints, 27 referral and no FAT/CAT inspections. VOSHA electronic complaint process is operational. VOSHA info mailbox is operational for employer or employee questions.

Conclusion:

VOSHA conducted 205 construction inspections. 190 Safety and 15 Health.

71% of the violations were SRW. Only 14.4% were in compliance.

VOSHA cited 62 electrical violations on 42 construction inspections

VOSHA conducted 7 OSHA 10 courses for 240 attendees plus 25 project managers and superintendents.

Participated in 2 safety days presentations for 2 separate GC's. 60 attendees

Participated in 30 hour construction course for 1 GC

Noise

Discussion of strategies used to support goal accomplishment and data used in measuring outcomes:

VOSHA conducted 205 construction inspections. 190 Safety and 15 Health.

VOSHA electronic complaint process is operational. VOSHA info mailbox is operational for employer or employee questions.

Conclusion:

VOSHA conducted sampling on 5 inspections. There were 2 noise sampling inspections and 3 sound level screenings.

W/C first reports of injury for hearing loss were down 70% from 2007 to 2008.

Silica**Discussion of strategies used to support goal accomplishment and data used in measuring outcomes:**

190 safety inspections and 15 health inspections. VOSHA electronic complaint process is operational. VOSHA info mailbox is operational for employer or employee questions.

Conclusion:

VOSHA conducted 6 silica related inspections in 2009. In 2008 there were 87 WC First Reports, 11 of which involved lost time

Youth Workers**Discussion of strategies used to support goal accomplishment and data used in measuring outcomes****Conclusion:**

190 safety inspections and 15 health inspections. There were 9 complaints, 27 referral and no FAT/CAT inspections. VOSHA electronic complaint process is operational. VOSHA info mailbox is operational for employer or employee questions. During FY09 the following courses were conducted:

3 OSHA 10 courses 110 attendees

3 OSHA 10 courses for apprentices 130 attendees

1 OSHA 10 hour course for 1 GC. 25 Project managers and superintendents

2 fall protection, residential fall protection and scaffolding trainings 77 attendees

2 safety days presentations for 2 separate GC's. 60 attendees

1 fall protection, highway workzones and confined space in construction training 14 attendees

1 trench/confined space training 8 attendees
1 LO/TO training 14 attendees
1 VOSHA organization training 13 attendees
VOSHA 10 hour course for VT. DOL youth training initiative 10 attendees
30 hour construction course for 1 GC

Each of these courses either had youth in attendance or attendees that hired or supervised youth workers.

2008 BLS 1220 non fatal injuries and illnesses for workers under 25

Highway workzones

Highway Work Zones

Discussion of strategies used to support goal accomplishment and data used in measuring outcomes:

7 inspections were conducted. VT. Towers Assoc formed an alliance with Project WorkSAFE. Safety CSHO's, during travel, make note of any violations at accident sites and visit the towing company the following day to issue citations. CSHO's stop and inspect whenever they see a violation in a Workzone. VOSHA is participating in a Work zone Safety committee headed by the Agency of Transportation. Membership included law enforcement, utilities, construction employers and the Vermont League of Cities and Towns. VOSHA distributed a flagger training CD developed by AOT under their alliance with VOSHA.

VOSHA is using the State Benchmark Employment database to get a list of all Vermont employers with employees in this SIC/NAICS.

Conclusion: There were no highway workzone fatalities in 2009

. Vermont has had no fatalities during the period of this strategic plan. CSHO's are consistently evaluating highway workzones when they encounter them.

Goal 1.2

By 2013 reduce the rate of workplace injuries and illnesses in General Industry by 15% and reduce fatalities by 25%

<i>Area of Emphasis</i>	<i>Reduction in Injury/Illness Rate</i>	<i>Reduction in fatalities</i>
General Industry	15%	25%
High incident/High severity industries		
A. Food processing		
B. Lumber and wood products		
C. Small business		
D. Large Farm Initiative		
E. Targeted NAICS SICS		
Safety and Health hazard emphasis		
F. Amputations		

G. Isocyanates, asthma and allergies		
H. Electrical		
I. Powered industrial trucks		
J. Noise		
K. Silica		
L. Transportation		
M. Youth Workers		

Goal 1.2

Reduce workplace injuries and illnesses in General Industry by 3% and reduce fatalities by 25%

Food Processing

Discussion of strategies used to support goal accomplishment and data used in measuring outcomes:

VOSHA conducted 151 General Industry inspections. 79 Safety and 72 Health.

VOSHA conducted 13 inspections in Food and kindred products (SIC 2000 – 2099) and issues 40 violations. VOSHA electronic complaint process is operational. VOSHA info mailbox is operational for employer or employee questions.

The VT Department of Health Food and Lodging division continues to refer persons interested in opening a restaurant to the VOSHA program. . VOSHA receives 1 to 2 contacts per month from Health Dept. referrals of employers opening a restaurant or a food processing business.

Conclusion::

VOSHA met its goal by conducting 11% of its General Industry inspections in food processing and 1 GMVPP Star facility. Vermont saw an increase in the BLS DART rate from 2007 to 2008.

	2006	2007	2008
Fatalities	0	0	0
DART Rate	6.9	4.7	5.0

Lumber and Wood Products

Discussion of strategies used to support goal accomplishment and data used in measuring outcomes:

VOSHA conducted 151 General Industry inspections. 79 Safety and 72 Health.

Eight lumber & wood product inspections and 4 logging inspections were conducted

One wood dust sample was sent to the Salt Lake Lab for testing and found to be explosive. On two other inspections a housekeeping violation was issued for excessive amounts of dust.

Conclusion::

	2006	2007	2008
Fatalities	2	1	1
DART Rate	3.0	4.2	4.7

VOSHA did not meet its' goal of reducing the DART rate for this industry. VOSHA investigated 1 fatality, but it was not work related.

Small Business

Discussion of strategies used to support goal accomplishment and data used in measuring outcomes:

VOSHA conducted 151 General Industry inspections. 79 Safety and 72 Health

The VOSHA CAS conducted 1 training with the NE Chapter of the VT Safety and Health Council on GI fall protection. There were 45 attendees. During 2009 4 regional safety and health roundtables were formed in cooperation with the VT. Safety and Health Council. The CAS o met with each of the four newly formed organizations. They have scheduled quarterly meetings and the CAS will be in attendance at each one.

One OSHA 30 hour course was conducted with 20 attendees, 5 of which were employers.

A Webinar with VT Chamber of Commerce was conducted on October 1, 2008

VOSHA conducted 46 interventions (outreach and training) involving construction, general industry, and public sector employees. Worked with SBDC to set up training. VOSHA reprinted OSHA publications for small business. Articles in the DOL monthly newsletter to small businesses are written by VOSHA and WorkSAFE. Alliance with Vermont Chamber of Commerce is ongoing. Advertised courses for the SBDC, VT. Safety and Health Council and Green Mountain Coffee Roasters. Norman James, working under a grant from the Governor's Highway Safety Council, provides training and education on vehicular safety including seat belt use, defensive driving and avoidance of distractions. Project RoadSafe newsletter published bi-monthly. Promoted VOSHA and WorkSAFE websites through outreach to employers and Associations. Showed employer and employee associations how to use OSHA website.

Governor's Safety Award reinforced the importance of comprehensive Safety and Health Programs by recognizing all the companies that were nominated for the award and highlighting their low DART rates. Press releases were issued to publicize the awards. GMVPP press releases highlight the companies.

Conclusion::

90 small businesses reached with training. VOSHA conducted 171 inspections at firms with less than 20 employees and issued 414 violations.

Large Farm Initiative

Large Farm Initiative

VOSHA supports Project WorkSAFE activities in this industry, but because of concerns from the industry, does not participate actively.

Targeted NAICS SICs**Discussion of strategies used to support goal accomplishment and data used in measuring outcomes:**

VOSHA conducted 151 General Industry inspections. 79 Safety and 72 Health. All companies on the VOSHA SST list were inspected either by enforcement or Project WorkSAFE.

Conclusion::

100% of the high rate companies on ODI list were inspected by VOSHA or Project WorkSAFE.

Amputations**Discussion of strategies used to support goal accomplishment and data used in measuring outcomes:**

VOSHA conducted 151 General Industry inspections. 79 Safety and 72 Health inspections from 10/01/08 – 9/30/09 in which employees had potential exposure to amputation hazards.

3 GMVPP site audits were conducted

Conclusion:

VOSHA saw an decrease of 2 amputations from the previous year. This is an 8% decrease.

Amputations reported to Workers' Compensation by year

Amputations	Lacerations
2006-22	2006 2855
2007 25	2007 2917
2008 23	2008 Finger 50 Thumb 313

Isocyanates, asthma and allergies

Discussion of strategies used to support goal accomplishment and data used in measuring outcomes

During FY 09 VOSHA conducted the following inspections:

- 11 lead inspections
- 7 explosive dust inspections
- 2 mold inspections
- 2 isocyanates inspections

Conclusion:

VOSHA conducted 2 inspections of spray foam insulation contractors with no overexposures. FY 2008 was the first year for this goal. There is no baseline information for Isocyanates.

Workers' Compensation statistics for respiratory illness for the period 2004 to 2008 shows decrease in all areas except Asbestosis.

- Code 65 is General Respiratory
- Code 61 is Asbestosis
- Code 62 is Black Lung
- Code 63 is Byssinosis
- Code 64 is Silicosis

	65	61	62	63	64	
2004	160	5	0	0	0	

2005	133	2	0	0	0	
2006	130	1	1	0	0	
2007	133	1	0	0	0	
2008	123	10	0	0	0	

The VT Dept. of Health Asbestos and Lead Abatement program makes referrals to VOSHA when there is a potential for a work related overexposure.

Electrical

Discussion of strategies used to support goal accomplishment and data used in measuring outcomes:

VOSHA conducted 151 General Industry inspections. 79 Safety and 72 Health.

Conclusion::

There were no fatalities in 2009

2008 4 electrical contacts reported by utilities

2008 WC 23 electrical burns 4 lost time

An informal agreement with electric utilities for reporting of electrical contacts with transmission and distribution lines is ongoing.

Provide training for 200 electrical and plumbing apprentices through the Vermont Apprenticeship Program's related instruction classes.

Continue alliance with IBEW and AGC. AGC membership includes the VT Electrical Contractors Assn. (VECA)

Powered Industrial trucks

Discussion of strategies used to support goal accomplishment and data used in measuring outcomes:

Powered Industrial trucks are evaluated and training reviewed whenever they are encountered on an inspection

Conclusion:

VOSHA conducted 151 General Industry inspections. 79 Safety and 72 Health. VOSHA issued 16 citations for Powered Industrial trucks on 14 inspections. There were no fatalities in 2009

Noise**Discussion of strategies used to support goal accomplishment and data used in measuring outcomes:**

VOSHA conducted two inspections where noise sampling was done and issued 2 violations.

Conclusion:

2008. 11 first reports of injury for hearing loss

Silica**Discussion of strategies used to support goal accomplishment and data used in measuring outcomes:**

VOSHA conducted 7 silica related inspections in 2009.

Conclusion:

W/C 2007. 83 first reports of injury for respiratory illness

W/C 2008. 100 first reports of injury for respiratory illness

Transportation**Discussion of strategies used to support goal accomplishment and data used in measuring outcomes:**

Alliance with VT. Chamber of Commerce includes seat belt use, defensive driving and reduction of distractions. The Webinar with the VT Chamber of Commerce stressed vehicular safety through the use of Safety Pays and statistics from the National Transportation Safety Board. Norman James, working under a grant from the Governor's Highway Safety Council, provides training and education on vehicular safety including seat belt use, defensive driving and avoidance of distractions. Mr. James works closely with Workers' Compensation,

VOSHA and Project WorkSAFE. His focus is to increase workers and employers awareness of the potential Workers' Compensation costs of a traffic accident and to urge employers to adopt strict driver policies for their companies. Project RoadSafe newsletter published bi-monthly and distributed electronically.

Conclusion:

VOSHA conducted 151 General Industry inspections. 79 Safety and 72 Health
2008 CFOI 4 fatalities
2008 WC 815 motor vehicle accidents, 35 resulted in lost time

Youth workers

Discussion of strategies used to support goal accomplishment and data used in measuring outcomes:

Alliance developed and implemented with North Country Career Center (VOTEC center). AGC, Project Work SAFE and local construction contractors were involved in providing construction 10 hour course for high school VOTEC students.

Alliance with VT. Chamber of Commerce will include information on youth employment and the DOL hazardous orders. Conducted 2 Construction and 1 General Industry 10 hour course for 52 Vocational technical students. 130 electrical and plumbing apprentices trained. There are a total of 275 apprentices trained. Only new apprentices are trained each year.

Conclusion:

2009 80 Vocational students and 130 apprentices trained.

2008 BLS 1220 non fatal injuries and illnesses for workers under 25.

Only new apprentices trained. Training not required for apprentices that had the training in previous years.

**STATE OF VERMONT
STATE INTERNAL EVALUATION PLAN
(SIEP)
FISCAL YEAR 2009
EVALUATION REPORT
OCTOBER 1, 2008 THROUGH SEPTEMBER 30, 2009**

The State of Vermont 23(g) compliance and consultation programs submit this Evaluation Report of the State Internal Evaluation Plan (SIEP) for fiscal year 2009 (FY '09).

The issues evaluated during FY '07 have been:

- 1) SAM 1 - Average days to initiate a complaint inspection
- 2) SAM 7 - Average days opening conference to citation issuance Health.
- 3) SAM 8 – Percent of programmed inspections with SWR violations
- 3) SAM 9 - Average violations per inspection with violations
- 4) SAM 13 - percent of 11c investigations completed in 90 days.

The primary tools utilized for this monitoring procedure is the quarterly State Activity Measures Report (SAM). The number of onsite enforcement activities

is 369 based on an internal report run against the database. The internal report included a one line listing of inspections that have been verified by individual Compliance Officers. A copy of the SAMM and the internal report are attached. Sources for the above data are the quarterly State Activity Measures (SAM) reports

SAM 1 - Average Days to Initiate a Complaint Inspection

The average number of days to initiate a complaint inspection is 4.46 and remains below the 5 working days in the VOSHA annual performance plan. Although this measure is below 5 working days, VOSHA will continue to work on this measure to reduce it further.

SAM 7 - Days from Opening Conference until Citation Issued - Health

For FY '08, the national average was 57.4 days for health and 60.11 days for Vermont. This is significant improvement from previous years. VOSHA management will continue reviewing locally generated reports bi-weekly to monitor the status of all cases with particular focus on Health cases.

SAM 8 Percent of programmed inspections with SWR violations

The Vermont percent of Programmed inspections with S/W/R violations was 76.88% for safety and 57.14% for Health. This compares to Federal 58.5% safety and 51.1% health.

SAM 9 Average Violation per Inspection

VOSHA is below the national average of 2.1 S/W/R violations per inspection with violations (1.74 SWR) and other than serious violations (OSHA 1.2, VOSHA .71). VOSHA staff continues to get monitoring visits by the Chief Compliance Officer. VOSHA is working to target higher hazard industries that have not had an inspection in at least 3 years. We will review the FOM sections on violation grouping with the CSHO's.

SAM 13 - percent of 11c investigations completed in 90 days.

During FY 2009 VOSHA completed 5 of 10 (50%) discrimination investigations within 90 days. For six months of this period, VOSHA had only 1 CSHO doing these investigations. The other CSHO qualified to conduct these investigations was on military leave. During 2009 one additional CSHO attended Discrimination training at OTI and has worked with the discrimination investigation CSHO to get some experience. VOSHA does not have dedicated staff for discrimination investigations.

APPENDIX

A

SAMM

(Available separately/upon request)