

**FY 2018
Follow-up Federal Annual Monitoring Evaluation (FAME) Report**

State of Michigan

Michigan Occupational Safety and Health Administration



Evaluation Period: October 1, 2017 – September 30, 2018

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I. Executive Summary

The primary purpose of this report is to assess the Michigan Occupational Safety and Health Administration's (MIOSHA) progress in Fiscal Year (FY) 2018 in resolving outstanding findings and/or observations from the previous FY 2017 comprehensive Federal Annual Monitoring Evaluation (FAME) report. MIOSHA consistently strives to meet all criteria for an effective State Plan. MIOSHA is very responsive and deviations from OSHA are promptly addressed. MIOSHA continues to partner with OSHA and is innovative in their approach to reducing hazards associated with worker injuries and illnesses.

MIOSHA did not have any findings in the FY 2017 comprehensive FAME and no new findings have been identified in this FY 2018 follow-up FAME Report. The State Plan has three continued observations from the FY 2017 comprehensive FAME Report. A summary of the observations is found in Appendix B, Observations.

MIOSHA's major accomplishments in FY 2018 included awarding 20 grants totaling \$872,000 to non-profit groups to enhance safety and health training and to support worker safety and health. In addition, MIOSHA's internal emphasis plan was completed to assess and improve the effectiveness of the enforcement division's informal inspection process from the intake of complaints and referrals to their closure. MIOSHA continues to connect with industry during informal events referred to as "Coffee with MIOSHA," which give employers and employees an opportunity to talk with MIOSHA staff at events throughout the state.

This was the fifth year of MIOSHA's Strategic Plan for FY 2014-2018. The Strategic Plan established three goals: 1) Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities; 2) Promote employer and worker awareness of, commitment to, and involvement with safety and health to effect positive change in the workplace culture; and 3) Strengthen public confidence through continued excellence in the development and delivery of MIOSHA's programs and services.

In the FY 2018 State OSHA Annual Report (SOAR), MIOSHA provided information on their accomplishments in meeting their Five-Year Strategic Management Plan. MIOSHA noted reductions in the Total Recordable Case (TRC) rate greater than 15 percent in eight of the eleven industries targeted with injury and illness rates above the state average. Industries that did not see a decrease of 15 percent included fabricated metal product manufacturing, accommodations and wood products manufacturing. MIOSHA experienced a reduction of 29.3 percent in the TRC rate for the Manufacturing industry as a whole. This included industries in the North American Industrial Classification System (NAICS) codes 31-33. The goal to decrease construction fatalities by 10 percent over the five-year period was not achieved, as the number of fatalities increased. However, construction-related injuries and illnesses saw a large decrease of 19.2 percent. MIOSHA's SOAR is attached as Appendix E.

Quarterly monitoring meetings were held during FY 2018, at which time the State Activity Mandated Measures (SAMM) report and the State Indicators Report (SIR) were reviewed and discussed with MIOSHA compliance staff. The FY 2018 SAMM is Appendix D of this report.

II. State Plan Background

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

The mission of MIOSHA is to help protect the safety and health of Michigan workers with the overall mission to reduce workplace fatalities, injuries and illnesses. This is done through a combination of compliance, education and training, and consultation activities supported by standards promulgation, data management, and administrative functions. MIOSHA has historically focused its efforts on the most hazardous industries and occupations, for example selecting 11 industries with injury and illness rates above the state average in their five-year strategic plan for enforcement emphasis. MIOSHA annually evaluates injury and illness data for each industry. If a 15 percent reduction in rates is achieved, they make a determination whether to continue emphasis on each industry for the remaining years of the strategic plan. Similarly, they may add an emphasis industry to the strategic plan during the five-year period.

The "Coffee with MIOSHA" events offer employers, workers and company leaders an informal opportunity to meet with MIOSHA representatives (consultation and enforcement) to ask questions, obtain information on program services and resources, learn about MIOSHA Training Institute (MTI) opportunities, and establish rapport. During FY 2018, MIOSHA held five of these events as part of their Connecting MIOSHA to Industry initiative.

Barton Pickelman is MIOSHA's Director and each of the five divisions has a division director. MIOSHA benchmarks include 56 safety and 45 health compliance officers with 41 safety and 23 health compliance officers allocated at the start of the fiscal year. MIOSHA's FY 2018 grant included funding totaling \$22,051,600, which includes a \$2,125,000 overmatch. There were no furloughs or hiring freezes during FY 2018.

New Issues

OSHA received one Complaint About State Program Administration (CASPA) in Michigan during FY 2018: CASPA MI-2018-29. CASPA MI-2018-29 alleged MIOSHA had given preferential treatment to a certain company. The complainant stated that this resulted in both the inappropriate dismissal of citations issued to the company and a lack of appropriate inspections of this company's establishments. OSHA's investigation of the CASPA determined that MIOSHA followed its policies and procedures in this case.

Special Study

In response to recent media inquiries that inferred MIOSHA is favoring large construction developers during fatality investigations at multi-employer worksites, OSHA will conduct a special study during FY 2019 to verify that MIOSHA is following their procedures when

conducting fatality investigations. The results of the special study will be published in the FY 2019 Comprehensive FAME report.

Maximum Penalties

In accordance with the Bipartisan Budget Bill passed on November 2, 2015, OSHA published a rule on July 1, 2016 raising its maximum penalties. As required by law, OSHA then increased maximum penalties annually, on January 1, 2017, January 1, 2018, and January 23, 2019, according to the Consumer Price Index (CPI). State Plans are required to adopt both the initial increase and subsequent annual increases within the corresponding six-month timeframe set by regulation.

December 2018 marked two full years since the first deadline passed for adoption and the Michigan State Plan has not yet completed the legislative changes to increase maximum penalties. Therefore, if the State Plan does not take significant steps to adopt during FY 2019, this issue may be a finding in the FY 2019 Comprehensive FAME Report.

III. Assessment of State Plan Progress and Performance

A. Data and Methodology

OSHA has established a two-year cycle for the FAME process. This is the follow-up year, and as such, OSHA did not perform an on-site case file review associated with a comprehensive FAME. This strategy allows the State Plan to focus on correcting deficiencies identified in the most recent comprehensive FAME. The analyses and conclusions described in this report are based on information obtained from a variety of monitoring sources, including:

- State Activity Mandated Measures Report (Appendix D)
- State Information Report
- Mandated Activities Report for Consultation
- State OSHA Annual Report (Appendix E)
- State Plan Annual Performance Plan
- State Plan Grant Application
- Quarterly monitoring meetings between OSHA and the State Plan

B. Findings and Observations

This FY 2018 follow-up FAME report includes three observations from the FY 2017 report. Although the State Plan took steps in addressing these issues, a case file review is necessary to determine that these measures have resolved the issues with the case files. The Regional Office will continue to monitor these observations and these items will be an emphasis during next year's FAME on-site case file review. The observations are found in Appendix B. There are no new findings or observations identified for FY 2018.

OBSERVATIONS

Continued FY 2017 Observations

Observation FY 2017-01: In FY 2017, in 10 of 67 (14.9%) inspection case files with citations, the severity and probability were not assessed appropriately.

Status: MIOSHA sent a memo to their officers outlining the appropriate assessment of severity and probability for violations. However, a case file review is necessary to gather the facts needed to evaluate final performance in relation to this observation. This observation will be a focus of next year's on-site case file review during the FY 2019 comprehensive FAME. This observation is continued.

Observation FY 2017-02: In FY 2017, in five of 67 (7.5%) inspection case files, abatement documentation was inadequate.

Status: MIOSHA instructed their officers to review abatement documentation in the office along with abatement reports weekly. However, a case file review is necessary to gather the facts needed to evaluate final performance in relation to this observation. This observation will be a focus of next year's on-site case file review during the FY 2019 comprehensive FAME. This observation is continued.

Observation FY 2017-03: Language contained in the Whistleblower Investigation Manual (WIM), Ch.6.XII.D.2 referencing a third party agreement was not incorporated into the settlement agreement in two (50%) of the four settled case files reviewed.

Status: MIOSHA provided training to their investigative staff and litigation representatives outlining the proper handling of private settlement agreements in conjunction with agency settlements. In addition, the agency's closure letter has been modified to clarify MIOSHA is not a party to a private agreement. However, a case file review is necessary to gather the facts needed to evaluate final performance in relation to this observation. This observation will be a focus of next year's on-site case file review during the FY 2019 comprehensive FAME. This observation is continued.

C. State Activity Mandated Measures (SAMM) Highlights

Each SAMM has an agreed upon further review level (FRL) which can be either a single number, or a range of numbers above and below the national average. State Plan SAMM data that falls outside the FRL triggers a closer look at the underlying performance of the mandatory activity. Appendix D presents the State Plan's FY 2018 State Activity Mandated Measures (SAMM) Report and includes the FRLs for each measure. The State Plan was outside the FRL on the following SAMMs:

SAMM 6 – Percent of total inspections in state and local government workplaces

Discussion of State Plan data and FRL: The FRL for percent of total inspections in state and local government workplaces is +/-5% of the negotiated goal of 3.04%, which equals a range of 2.88% to 3.19%. This goal is negotiated between Michigan State Plan and OSHA through the grant

process. The Michigan State Plan's percent of inspections in state and local government workplaces is 3.38%.

Explanation: The Michigan State Plan's percent of total inspections in state and local government workplaces is slightly outside the FRL as they conducted 147 inspections in this sector. This is 111% of their projected goal of 133 and is a positive outcome.

SAMM 7 – Planned versus actual inspections

Discussion of State Plan data and FRL: The FRL is based on the number negotiated by OSHA and the State Plan through the grant application and is +/-5% of 3,505 for safety inspections and +/-5% of 878 for health inspections. The range of acceptable data not requiring further review is from 3,330 to 3,680 inspections for safety and from 834 to 922 inspections for health.

Explanation: Michigan conducted 3,283 safety and 1,064 health inspections in FY 2018 for a total of 4,347. This is 99.2% of their projected inspection goal of 4,383 and is not a cause for concern.

SAMM 8 – Average current serious penalty in private sector

Discussion of State Plan data and FRL: The FRL for average current serious penalty in the private sector is +/-25% of the three-year national average of \$2,603.32 and equals a range of \$1,952.49 to \$3,254.15 for employers with one to greater than 250 workers. The Michigan State Plan's average current penalty is \$1,188.33 and is substantially lower than the FRL in this and all other categories of number of workers.

Explanation: The Michigan State Plan's average current penalty is \$1,188.33 and is substantially lower than the FRL in this category of number of employees and all others (1-25; 26-100; 101-250; greater than 250 workers). The Michigan State Plan must take steps to adopt OSHA's new rule raising its maximum penalties. As discussed in the New Issues section of this FAME, this is a concern and may result in a finding in next year's FAME report.

SAMM 9 – Percent in-compliance

Discussion of State Plan data and FRL: The FRL for percent in-compliance for safety inspections is +/- 20% of the three-year national average of 29.90%, which equals a range of 23.92% to 35.88% for safety inspections. The Michigan State Plan's in-compliance rate for safety is 39.24%, slightly higher than the FRL.

Explanation: The Michigan State Plan's in-compliance rates are evaluated during quarterly monitoring meetings and discussed when warranted. Although slightly higher than the FRL, this metric does not yet rise to the level of an observation.

SAMM 14 – Percent of 11(c) investigations completed within 90 days

Discussion of State Plan data and FRL: The FRL for percent of 11(c) investigations completed within 90 days is fixed at 100%. The Michigan State Plan's percent of 11(c) investigations completed within 90 days is 75%.

Explanation: The Michigan State Plan's percent of 11(c) investigations completed within 90 days at 75% is an improvement from the previous two years, when it was 58% in FY 2016 and 66% in FY 2017. In addition, the average number of days for the State Plan to complete an 11(c) investigation is 81 days, well below the FRL of 90 days. In addition, the national average for this SAMM is only 35% and Michigan performed better than the national average. Therefore, this is not a cause for concern at this time.

SAMM 15 – Percent of 11(c) complaints that are meritorious

Discussion of State Plan data and FRL: The FRL for percent of 11(c) complaints that are meritorious is +/- 20% of the three-year national average of 24%, which equals a range of 19.20% to 28.80%. The Michigan State Plan's percent of 11(c) complaints that are meritorious is 8%, which is significantly lower than the FRL.

Explanation: The Michigan State Plan's meritorious rate of 8% is less than their rate of 14% in FY 2016 and 13% in FY 2017. It is also below the national merit rate of 24%. However, this is not a cause for concern at this time.

SAMM 17 – Percent of enforcement presence

Discussion of State Plan data and FRL: The FRL for percent of enforcement presence is +/- 25% of the three-year national average of 1.24%, which equals a range of 0.93% to 1.55%. The Michigan State Plan's percent of enforcement presence is outside the FRL at 2.44%.

Explanation: The Michigan State Plan's enforcement presence rate at 2.44% is not a cause for concern as they are inspecting more workplaces to ensure employers are complying with safety and health rules. This is a positive outcome.

Appendix A – New and Continued Findings and Recommendations

FY 2018 Michigan OSHA Follow-up FAME Report

FY 2018-#	Finding	Recommendation	FY 20XX-# or FY 20XX-OB-#
NONE			

Appendix B – Observations Subject to Continued Monitoring

FY 2018 Michigan OSHA Follow-up FAME Report

Observation # FY 2018-OB-#	Observation # FY 2017-OB-#	Observation	Federal Monitoring Plan	Current Status
FY 2018-OB-01	FY 2017-OB-01	In FY 2017, in 10 of 67 (14.9%) inspection case files with citations did not assess severity and probability appropriately.	This observation will be a focus of next year's on-site case file review during the FY 2019 comprehensive FAME.	Continued
FY 2018-OB-02	FY 2017-OB-02	In FY 2017, in five of 67 (7.5%) case files did not have adequate abatement documentation.	This observation will be a focus of next year's on-site case file review during the FY 2019 comprehensive FAME.	Continued
FY 2018-OB-03	FY 2017-OB-03	Language contained in the WIM, Ch. 6.XII.D.2 referencing a third party agreement was not incorporated into the settlement agreement in two (50%) of the four settled case files reviewed in FY 2017.	This observation will be a focus of next year's on-site case file review during the FY 2019 comprehensive FAME.	Continued

Appendix C - Status of FY 2017 Findings and Recommendations

FY 2018 Michigan OSHA Follow-up FAME Report

FY 2017-#	Finding	Recommendation	State Plan Corrective Action	Completion Date	Current Status and Date
NONE					

Appendix D – FY 2018 State Activity Mandated Measures (SAMM) Report
 FY 2018 Michigan OSHA Follow-up FAME Report

U.S. Department of Labor				
Occupational Safety and Health Administration State Plan Activity Mandated Measures (SAMMs)				
State Plan: Michigan – MIOSHA			FY 2018	
SAMM Number	SAMM Name	State Plan Data	Further Review Level	Notes
1a	Average number of work days to initiate complaint inspections (state formula)	6.58	10	The further review level is negotiated by OSHA and the State Plan.
1b	Average number of work days to initiate complaint inspections (federal formula)	4.85	N/A	This measure is for informational purposes only and is not a mandated measure.
2a	Average number of work days to initiate complaint investigations (state formula)	4.49	8	The further review level is negotiated by OSHA and the State Plan.
2b	Average number of work days to initiate complaint investigations (federal formula)	3.82	N/A	This measure is for informational purposes only and is not a mandated measure.
3	Percent of complaints and referrals responded to within one workday (imminent danger)	100%	100%	The further review level is fixed for all State Plans.
4	Number of denials where entry not obtained	0	0	The further review level is fixed for all State Plans.

Appendix D – FY 2018 State Activity Mandated Measures (SAMM) Report

FY 2018 Michigan OSHA Follow-up FAME Report

5	Average number of violations per inspection with violations by violation type	SWRU: 1.47	+/- 20% of SWRU: 1.82	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from 1.46 to 2.18 for SWRU and from 0.78 to 1.18 for OTS.
		Other: 1.38	+/- 20% of Other: 0.98	
6	Percent of total inspections in state and local government workplaces	3.38%	+/- 5% of 3.03%	The further review level is based on a number negotiated by OSHA and the State Plan through the grant application. The range of acceptable data not requiring further review is from 2.88% to 3.19%.
7	Planned v. actual inspections – safety/health	S: 3,283	+/- 5% of S: 3,505	The further review level is based on a number negotiated by OSHA and the State Plan through the grant application. The range of acceptable data not requiring further review is from 3,329.75 to 3,680.25 for safety and from 834.10 to 921.90 for health.
		H: 1,064	+/- 5% of H: 878	
8	Average current serious penalty in private sector - total (1 to greater than 250 workers)	\$1,188.33	+/- 25% of \$2,603.32	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from \$1,952.49 to \$3,254.15.
	a. Average current serious penalty in private sector (1-25 workers)	\$576.52	+/- 25% of \$1,765.19	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from \$1,323.89 to \$2,206.49.
	b. Average current serious penalty in private sector (26-100 workers)	\$1,365.06	+/- 25% of \$3,005.17	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from \$2,253.88 to \$3,756.46.
	c. Average current serious penalty in private sector (101-250 workers)	\$1,937.00	+/- 25% of \$4,203.40	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from \$3,152.55 to \$5,254.25.
	d. Average current serious penalty in private sector (greater than 250 workers)	\$2,870.00	+/- 25% of \$5,272.40	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from \$3,954.30 to \$6,590.50.

Appendix D – FY 2018 State Activity Mandated Measures (SAMM) Report

FY 2018 Michigan OSHA Follow-up FAME Report

9	Percent in compliance	S: 39.24%	+/- 20% of S: 29.90%	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from 23.92% to 35.88% for safety and from 28.88% to 43.32% for health.
		H: 37.58%	+/- 20% of H: 36.10%	
10	Percent of work-related fatalities responded to in one workday	100%	100%	The further review level is fixed for all State Plans.
11	Average lapse time	S: 38.39	+/- 20% of S: 46.20	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from 36.96 to 55.44 for safety and from 45.25 to 67.87 for health.
		H: 56.47	+/- 20% of H: 56.56	
12	Percent penalty retained	58.06%	+/- 15% of 66.81%	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from 56.79% to 76.83%.
13	Percent of initial inspections with worker walk around representation or worker interview	99.36%	100%	The further review level is fixed for all State Plans.
14	Percent of 11(c) investigations completed within 90 days	75%	100%	The further review level is fixed for all State Plans.
15	Percent of 11(c) complaints that are meritorious	8%	+/- 20% of 24%	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from 19.20% to 28.80%.
16	Average number of calendar days to complete an 11(c) investigation	81	90	The further review level is fixed for all State Plans.
17	Percent of enforcement presence	2.44%	+/- 25% of 1.24%	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from 0.93% to 1.55%.

Appendix E – FY 2018 State OSHA Annual Report (SOAR)
FY 2018 Michigan OSHA Follow-up FAME Report



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

FY 2018

Appendix E – FY 2018 State OSHA Annual Report (SOAR)
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Appendix E – FY 2018 State OSHA Annual Report (SOAR)

FY 2018 Michigan OSHA Follow-up FAME Report

INTRODUCTION

The State OSHA Annual Report (SOAR) for FY 2018 provides a summary of MIOSHA activities and results for the Strategic Plan, grant commitments, and other program accomplishments. The strategic goals and emphases have provided the focus for MIOSHA's enforcement, education and training, outreach, and administrative programs.

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

- 70.0% Decrease for Beverage & Tobacco Product Manufacturing
- 45.1% Decrease for Primary Metal Manufacturing
- 25.9% Decrease in Machinery Mfg.
- 37.1% Decrease for Transportation Equipment Mfg.
- 28.6% Decrease in Support Activities for Transportation
- 35.1% Decrease for Warehousing and Storage
- 24.0% Decrease in Hospitals
- 29.2% Decrease for Nursing & Residential Care Facilities

With significant reductions in the following industry:

- 14.1% Decrease in Fabricated Metal Product Manufacturing

MIOSHA strategic plan emphasis 1.2 focused on a 15 percent reduction in the I & I rate for Manufacturing as a whole and included industries in the North American Industrial Classification System (NAICS) codes 31-33. In FY 2018, the rate decreased 29.3 percent, exceeding the goal.

Section 1 of the SOAR for FY 2018 covers performance related to Strategic Goals 1, 2, and 3. Section 2 is a Primary Outcome Measure Summary Chart. Section 3 lists the Consultation Education and Training (CET) Grants and links them to strategic plan emphases. Section 4 includes the State Internal Evaluation Plan (SIEP). Section 5 includes MIOSHA Program Accomplishments, and Section 6 notes the major communication accomplishments for the past fiscal year.

During FY 2018, 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 2018 included:

Appendix E – FY 2018 State OSHA Annual Report (SOAR)

FY 2018 Michigan OSHA Follow-up FAME Report

- MIOSHA awarded 20 Consultation Education and Training (CET) grants, totaling \$872,000, to non-profit groups to enhance safety and health training and to support worker safety and health across the state.
- Initiated a State Internal Emphasis Plan (SIEP) to assess the effectiveness of the enforcement divisions' informal inspection (D-Letters) process from intake of complaints or referrals to final closure to determine if we are complying with the MIOSHA Field Operations Manual (FOM), complaint processing instruction, State Activity Mandated Measures (SAMMs), and other policies or procedures related to informal inspections.
- As part of the “Connecting MIOSHA to Industry” initiative, five “Coffee with MIOSHA” events were held to provide an informal opportunity for employers and employees to talk with MIOSHA staff.
- Participation in the 14th annual “Take a Stand Day” with 139 requests for a special one-on-one consultation without citations or penalties from MIOSHA consultation and enforcement staff.
- MIOSHA and Oakland University Form Alliance – On September 21, 2017, MIOSHA and Oakland University formed a new alliance establishing the MTI to Bachelor of Science in Environmental Health and Safety (EHS) Degree Program. The new program is available to those who have a valid Level Two Safety and Health Management Systems certificate. These individuals will be granted up to 11 credits through a course competency by examination process to satisfy part of the minimum course requirements towards the EHS Bachelor of Science Degree.

Appendix E – FY 2018 State OSHA Annual Report (SOAR)

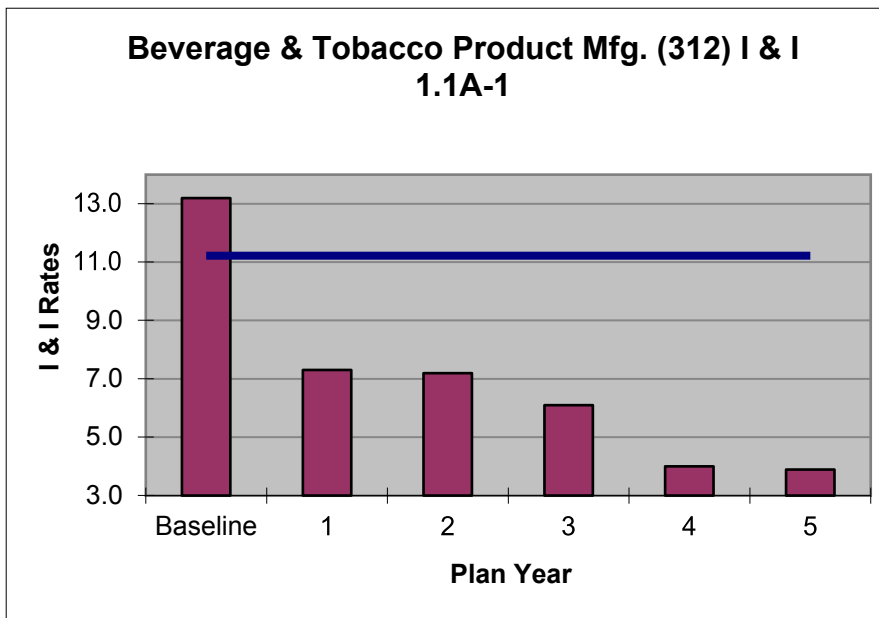
FY 2018 Michigan OSHA Follow-up FAME Report

Section 1 EMPHASIS AND PERFORMANCE FOR STRATEGIC GOALS 1 - 3 SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

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

Enforcement Indicators	
Inspections completed:	Employees covered:
6	210

Compliance Assistance Indicators							
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
53	965*	0	0	2	70	183**	NAV***



Baseline: BLS, 2012
Injuries & Illnesses – 13.2

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

Achievement: Rate of 3.9 (BLS, 2017) is a 70.0% decrease from the baseline. Goal of 15% reduction was met in year 5.

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

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

** Press Releases issued (37), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (140), and 2018 MTI schedules printed (35,000).

*** Not Available.

Appendix E – FY 2018 State OSHA Annual Report (SOAR)

FY 2018 Michigan OSHA Follow-up FAME Report

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

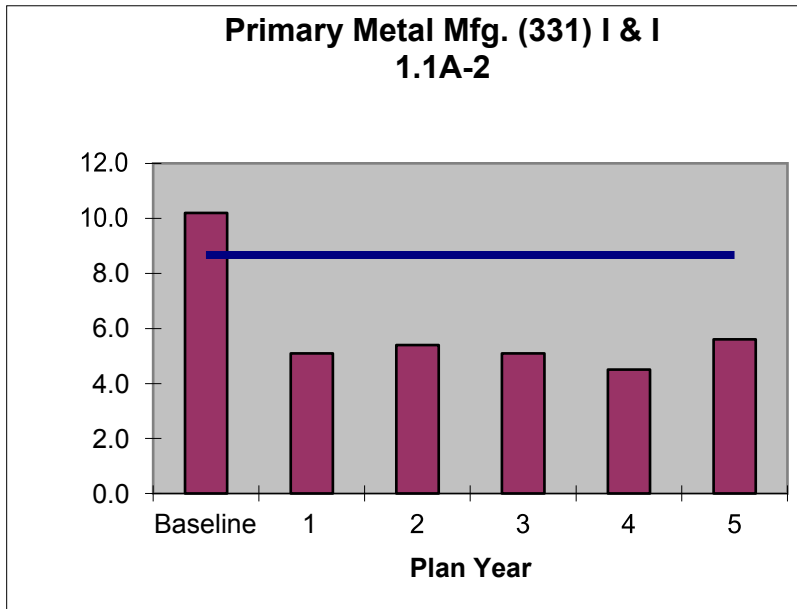
Strategic Goal #1	Objective #1.1
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1A-2	Reduce by 15%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

Enforcement Indicators

Inspections completed:	Employees covered:
57	3,077

Compliance Assistance Indicators

Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
75	965*	0	0	3	96	183**	NAV***



Baseline: BLS, 2012
Injuries & Illnesses – 10.2

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

Achievement: Rate of 5.6 (BLS, 2017) is a 45.1% decrease from the baseline. Goal of 15% reduction was met in year 5.

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

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

** Press Releases issued (37), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (140), and 2018 MTI schedules printed (35,000).

*** Not Available.

Appendix E – FY 2018 State OSHA Annual Report (SOAR)

FY 2018 Michigan OSHA Follow-up FAME Report

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1		Objective #1.1																		
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.		Reduce the rate of worker injuries and illnesses in high-hazard industries.																		
Emphasis #1.1A-3		Reduce by 15% the rate of worker injuries and illnesses in Fabricated Metal Product Mfg. (332).																		
Enforcement Indicators																				
Inspections completed:			Employees covered:																	
224			7,648																	
Compliance Assistance Indicators																				
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:													
227	965*	1	0	18	318	183**	NAV**													
<table border="1" style="margin: 10px auto; border-collapse: collapse;"> <caption>Fabricated Metal Product Mfg. (332) I & I 1.1A-3</caption> <thead> <tr> <th>Plan Year</th> <th>Rate of Injuries & Illnesses</th> </tr> </thead> <tbody> <tr> <td>Baseline</td> <td>6.4</td> </tr> <tr> <td>1</td> <td>6.5</td> </tr> <tr> <td>2</td> <td>6.1</td> </tr> <tr> <td>3</td> <td>5.6</td> </tr> <tr> <td>4</td> <td>4.8</td> </tr> <tr> <td>5</td> <td>5.5</td> </tr> </tbody> </table>					Plan Year	Rate of Injuries & Illnesses	Baseline	6.4	1	6.5	2	6.1	3	5.6	4	4.8	5	5.5	<p>Baseline: BLS, 2012 Injuries & Illnesses – 6.4</p> <p>Target: 15% reduction in the rate of injuries and illnesses.</p> <p>Achievement: Rate of 5.5 (BLS, 2017) is a 14.1% decrease from the baseline. Goal of 15% reduction was not met in year 5.</p> <p>Data Source(s): BLS, IMIS/OIS, Internal Measurement System.</p>	
					Plan Year	Rate of Injuries & Illnesses														
					Baseline	6.4														
					1	6.5														
2	6.1																			
3	5.6																			
4	4.8																			
5	5.5																			
*																				
**																				

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

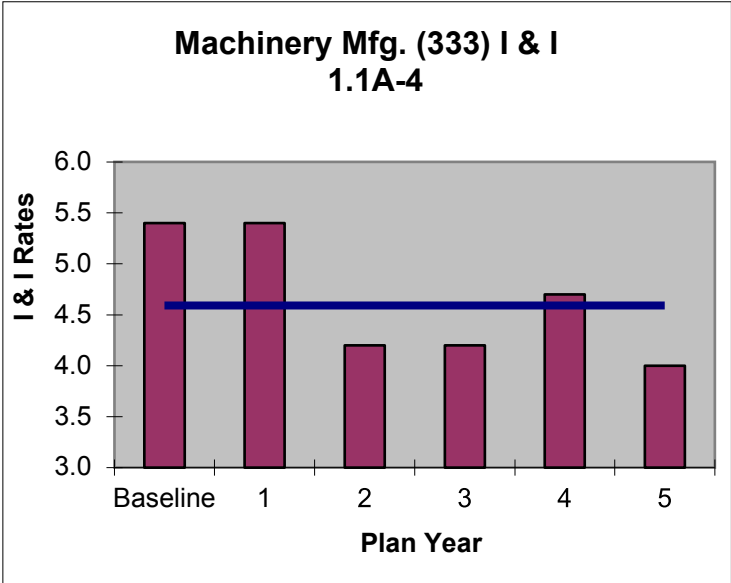
** Press Releases issued (37), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (140), and 2018 MTI schedules printed (35,000).

*** Not Available.

Appendix E – FY 2018 State OSHA Annual Report (SOAR)

FY 2018 Michigan OSHA Follow-up FAME Report

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1		Objective #1.1					
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.		Reduce the rate of worker injuries and illnesses in high-hazard industries.					
Emphasis #1.1 A-4		Reduce by 15% the rate of worker injuries and illnesses in Machinery Mfg. (333).					
Enforcement Indicators							
Inspections completed:				Employees covered:			
150				7,405			
Compliance Assistance Indicators							
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
146	965*	0	1	20	232	183**	NAV***
					<p>Baseline: BLS, 2012 Injuries & Illnesses – 5.4</p> <p>Target: 15% reduction in the rate of injuries and illnesses.</p> <p>Achievement: Rate of 4.0 (BLS, 2017) is a 25.9% decrease from the baseline. Goal of 15% reduction was met in year 5.</p> <p>Data Source(s): BLS, IMIS/OIS, Internal Measurement System.</p>		

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

** Press Releases issued (37), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (140), and 2018 MTI schedules printed (35,000).

*** Not Available.

Appendix E – FY 2018 State OSHA Annual Report (SOAR)

FY 2018 Michigan OSHA Follow-up FAME Report

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1				Objective #1.1																	
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.				Reduce the rate of worker injuries and illnesses in high-hazard industries.																	
Emphasis #1.1A-5		Reduce by 15% the rate of worker injuries and illnesses in Transportation Equipment Mfg. (336).																			
Enforcement Indicators																					
Inspections completed:				Employees covered:																	
201				27,140																	
Compliance Assistance																					
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:														
207	965*	1	0	12	326	183**	NAV***														
<table border="1" style="margin: 10px auto; border-collapse: collapse;"> <caption>Transport Equipment Mfg. (336) I & I 1.1A-5</caption> <thead> <tr> <th>Plan Year</th> <th>Rate of Injuries & Illnesses</th> </tr> </thead> <tbody> <tr> <td>Baseline</td> <td>7.0</td> </tr> <tr> <td>1</td> <td>6.5</td> </tr> <tr> <td>2</td> <td>5.5</td> </tr> <tr> <td>3</td> <td>4.8</td> </tr> <tr> <td>4</td> <td>5.2</td> </tr> <tr> <td>5</td> <td>4.0</td> </tr> </tbody> </table>					Plan Year	Rate of Injuries & Illnesses	Baseline	7.0	1	6.5	2	5.5	3	4.8	4	5.2	5	4.0	<p>Baseline: BLS, 2012 Injuries & Illnesses – 7.0</p> <p>Target: 15% reduction in the rate of injuries and illnesses.</p> <p>Achievement: Rate of 4.4 (BLS, 2017) is a 37.1% decrease from the baseline. Goal of 15% reduction was met in year 5.</p> <p>Data Source(s): BLS, IMIS/OIS, Internal Measurement System.</p>		
Plan Year	Rate of Injuries & Illnesses																				
Baseline	7.0																				
1	6.5																				
2	5.5																				
3	4.8																				
4	5.2																				
5	4.0																				

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

** Press Releases issued (37), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (140), and 2018 MTI schedules printed (35,000).

*** Not Available.

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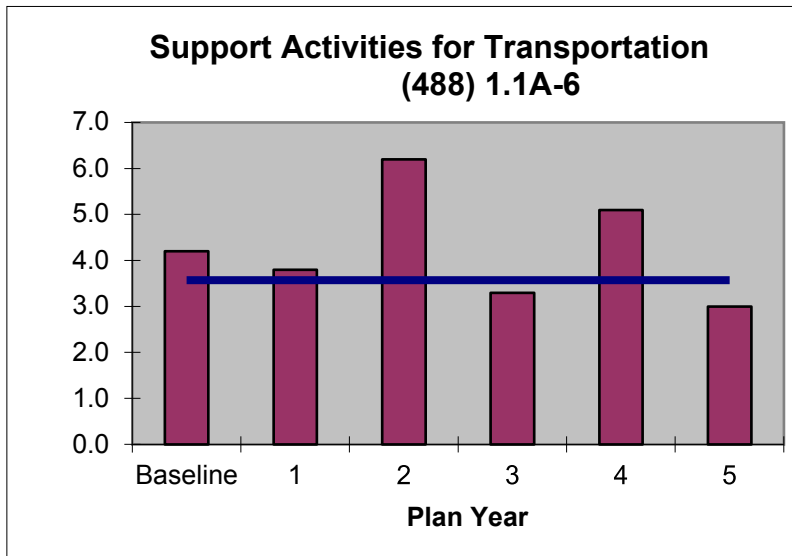
FY 2018 Michigan OSHA Follow-up FAME Report

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

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

Enforcement Indicators	
Inspections completed:	Employees covered:
26	1,140

Compliance Assistance Indicators							
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
87	965*	0	0	0	100	183**	NAV***



Baseline: BLS, 2012
Injuries & Illnesses - 4.2

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

Achievement: Rate of 3.0 (BLS, 2017) is a 28.6% decrease from baseline. Goal of 15% reduction was met in year 5.

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

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

** Press Releases issued (37), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (140), and 2018 MTI schedules printed (35,000).

*** Not Available.

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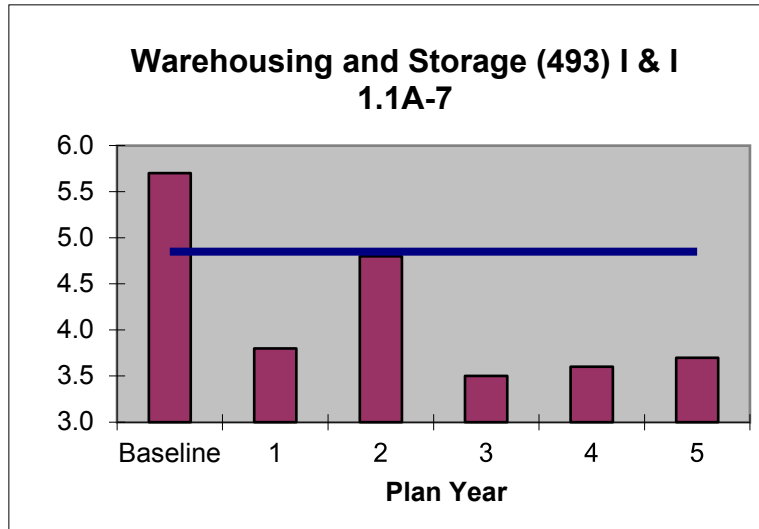
FY 2018 Michigan OSHA Follow-up FAME Report

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

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

Enforcement Indicators	
Inspections completed:	Employees covered:
38	2,022

Compliance Assistance							
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
58	965*	0	0	1	64	183**	NAV***



Baseline: BLS, 2012
Injuries & Illnesses –5.7

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

Achievement: Rate of 3.7 (BLS, 2017) is a 35.1% decrease from baseline. Goal of 15% reduction was met in year 5.

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

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

** Press Releases issued (37), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (140), and 2018 MTI schedules printed (35,000).

*** Not Available.

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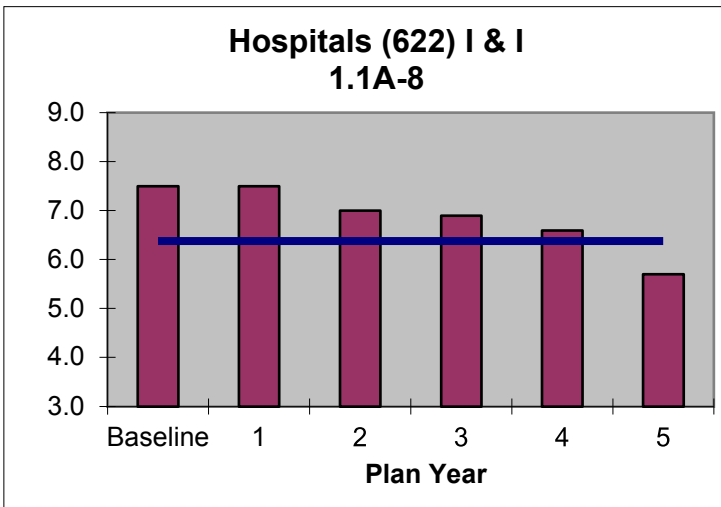
FY 2018 Michigan OSHA Follow-up FAME Report

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

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

Enforcement Indicators	
Inspections completed:	Employees covered:
25	7,794

Compliance Assistance							
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
30	965*	0	0	1	47	183**	NAV***



Baseline: BLS, 2012
Injuries & Illnesses –7.5

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

Achievement: Rate of 5.7 (BLS, 2017) is a 24.0% decrease from the baseline. Goal of 15% reduction was met in year 5.

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

*Number of individuals attending seminars, workshops and other training programs were not registered by specific goals (1.1A-1 – 1.1 A-10). This amount represents total participation in all seminars, workshops and other training programs
 **Press Releases issued (37), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (140), and 2018 MTI schedules printed (35,000).
 *** Not Available.

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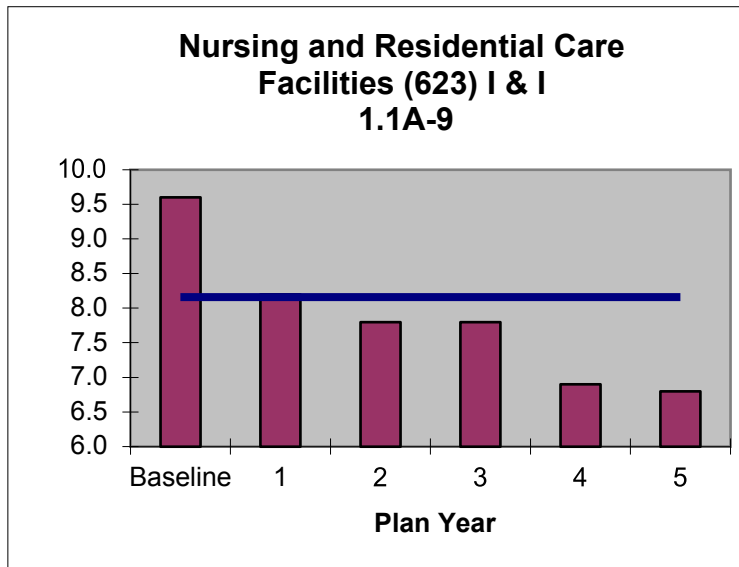
FY 2018 Michigan OSHA Follow-up FAME Report

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

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

Enforcement Indicators	
Inspections completed:	Employees covered:
42	4,356

Compliance Assistance Indicators							
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
38	965*	0	0	2	68	183**	NAV***



Baseline: BLS, 2012
Injuries & Illnesses –9.6

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

Achievement: Rate of 6.8 (BLS 2017) is a 29.2% decrease from the baseline. Goal of 15% reduction was met in year 5.

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

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

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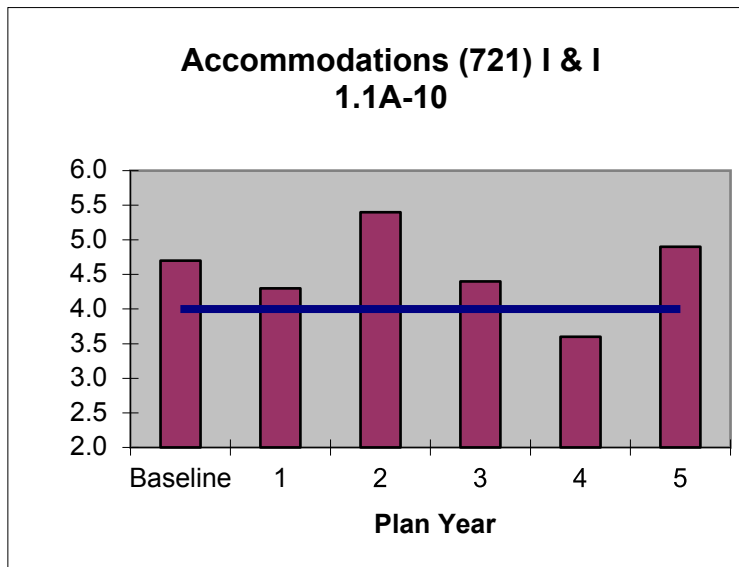
FY 2018 Michigan OSHA Follow-up FAME Report

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

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

Enforcement Indicators	
Inspections completed:	Employees covered:
46	1,217

Compliance Assistance							
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
0	965*	0	0	0	0	183**	NAV***



Baseline: BLS, 2012
Injuries & Illnesses – 4.7

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

Achievement: Rate of 4.9 (BLS 2017) is a 4.2% increase from the baseline. Goal of 15% reduction was not met in year 5.

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

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

** Press Releases issued (37), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (140), and 2018 MTI schedules printed (35,000).

*** Not available.

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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

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

Enforcement Indicators	
Inspections completed:	Employees covered:
54	1,612

Compliance Assistance							
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
23	965*	0	0	8	48	183**	NAV***



Baseline: BLS, 2015
Injuries & Illnesses – 10.0

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

Achievement: Rate of 9.9 (BLS 2017) is a 1.0% decrease from the baseline. Goal of 15% reduction was not met in year 2.

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

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

** Press Releases issued (37), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (140), and 2018 MTI schedules printed (35,000).

*** Not available.

Appendix E – FY 2018 State OSHA Annual Report (SOAR)

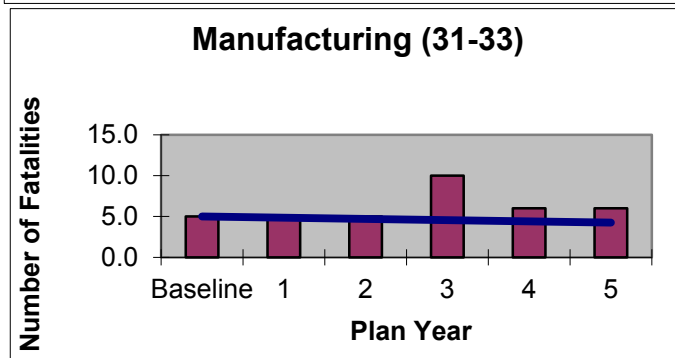
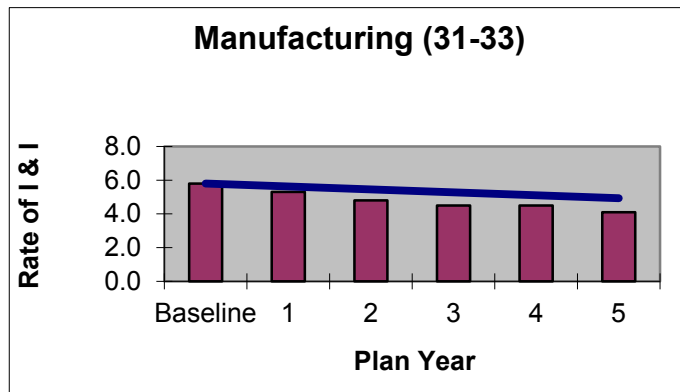
FY 2018 Michigan OSHA Follow-up FAME Report

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

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

Enforcement Indicators	
Number of inspections:	Number of employees covered by inspections:
1,011	50,739

Compliance Assistance Indicators							
Number of seminars, workshops & other training programs held:	Number of seminar attendees:	Number of consultation visits:	Number of Michigan Challenge Programs on-going:	Number of Michigan Challenge Programs completed:	Number of hazard surveys:	Number of articles published:	Number of CET grant activities:
229	NAV***	368	0	0	17	183**	NAV***



Baselines:
 Incidence rate, total recordable cases, per 100 full-time workers
 [Manufacturing (31-33), BLS, 2012]: 5.8
 Number of fatalities, program-related [General Industry]: 5 in CY 2013

Target: Reduce fatalities and illnesses and injuries by 15% (3% per year).

Achievement: Rate of 4.1 (BLS, 2017) is a reduction of 29.3%, which meets the goal of 15% for year 5. 6 GI fatalities for CY 2017, which is a 20% increase and does not accomplish a reduction over the time of the plan.

Data Source(s):
 BLS, IMIS/OIS, Internal Measurement System, total recordable case incidence rate. Data obtained from the Agency program-related fatality log.

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

** Press Releases issued (37), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (140), and 2018 MTI schedules printed

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(35,000).

*** Not Available.

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

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

Enforcement Indicators						
Accident/Incident investigations:	Complaint investigations:	Programmed/Routine inspections:	Residential construction inspections:	Number of partnerships developed and/or enhanced:		
56	128	2,185	455	2 new – 6 active		
Compliance Assistance Indicators						
Number of consultations:	Number of seminars, workshops & other training programs:	Number of hazard surveys:	Number of seminars:	Number of training attendees:	Number of newly developed MTI courses:	Number of alliances developed and/or renewed:
734	320	40	DUP**	2,649*	2	2



Baselines:

8.10 (Average for Michigan for CYs 2008-12)

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

Achievement: CY 2017 had 9.73 fatalities/100,000 workers, which is a 20.1% increase from baseline of 8.10. This does not meet the goal of a 10% decrease for the 5th year of the strategic plan.

Data Source(s):

Data obtained from the Agency program-related fatality log and BLS data for overall industry rates.

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

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

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

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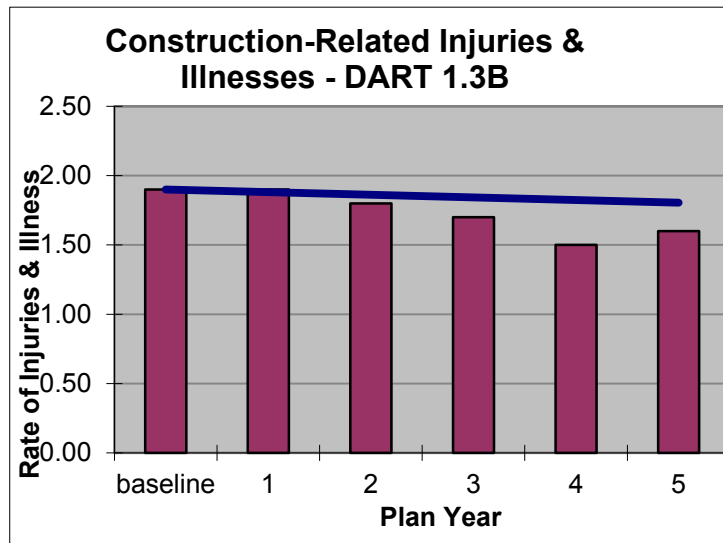
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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

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

Enforcement Indicators				
Accident/Incident investigations:	Complaint investigations:	Programmed/Routine inspections:	Residential construction inspections:	Number of partnerships developed and/or enhanced:
56	128	2,185	455	2 new – 6 active

Compliance Assistance Indicators						
Number of consultations:	Number of seminars, workshops & other training programs:	Number of hazard surveys:	Number of seminars:	Number of seminar attendees:	Number of newly developed MTI courses:	Number of alliances developed and/or renewed:
734	320	40	DUP**	2,649*	2	2



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

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

Achievement: The DART rate for 2017 is 1.6, which is a decrease of 19.2% of the baseline. This meets the goal of a 5% decrease for the 5th year of the strategic plan.

Data Source(s):
BLS.

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

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

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

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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

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

Enforcement, Consultation, and Other Indicators			
Number of SHMS evaluations completed:	Number of employers who show improvement in their SHMS:	Number of employers who received an SHMS promotion:	Number of articles published by MIOSHA:
GISHD - 572 CSHD 181 GISHD and CSHD referred 162 to CETD CETD - 204	GI - 56% CETD – NA	GI - 1,880 CSHD – 2,598	183*

Baselines:

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

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

Achievement:

SHMS's were promoted during all compliance inspections and consultation interventions.

Outcome Measure/Data Source(s):

IMIS and Internal Measurement System.

Consultation: Using an internal CET database, determine the percent of employers where their SHMS was promoted and evaluated.

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

* Press Releases issued (37), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (140), and 2018 MTI schedules printed (35,000).

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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

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

Consultation and Other Indicators			
Number of MTI contact lists created:	Number of MTI promotional letters mailed:	Number of MTI consultations and training given to targeted groups:	
Two ongoing (12,960 on MTI GovDelivery subscriber list and 17,361 on CET GovDelivery). There are also 2,098 Facebook friends, 1,471 Twitter followers, and 187 YouTube subscribers.	30 MTI emails were sent to MTI GovDelivery subscribers. 35,000 MTI schedules distributed. 5,353 T ASD letters went out to the following industries: Construction, Support Activities for Transportation, and Wood Products Manufacturing.	773	

Baselines:
 1,801 attendees in FY 2008; 2,131 in FY 2009, 2,699 in FY 2010; 2,628 in FY 2011; 2,747 in FY 2012
 30 certificates issued in FY 2008; 107 in FY 2009; 121 in FY 2010; 122 in FY 2011; 147 in FY 2012

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

Achievement:
 For FY 2018, number of Level 1 and advanced certificate holders – 152 (Level 1 – 78, Level 2 – 57, Occupational Health – 17).

 The target is to increase the number of MTI level 2 certificate holders by 10% each year. In FY 2017, there were 39 new Level 2 certificate holders. In FY 2018, there were 57. Percentage increase in number of MTI Level 2 certificate holders is a 43.6% increase, this does meet the 5th year goal of 10% increase.

Data Source(s):
 MTI database, Internal Measurement System.

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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #2		Objective #2.3	
Promote employer and worker awareness of, commitment to, and involvement with safety and health to effect positive change in the workplace culture.		Increase participation in MIOSHA cooperative programs.	
Emphasis #2.3	The following cooperative programs will increase participation by 15 new MVPP awards/10 renewals; 10 new MSHARP awards/10 renewals; 30 new CET Awards (Silver, Gold, & Certificate of Recognition); initiate five new Michigan Challenge Programs; five new Alliances/10 renewals, and five new Partnerships.		
Consultation Indicators			
Number of cooperative program presentations given at other division meetings:	Number of news releases promoting cooperative programs:	Number of new MVPP renewals:	Number of renewals and annual re-evaluations for alliances:
3	19	7 renewals 2 new	2 new 1 renewals
Baselines: 15 new MVPP awards/10 renewals; 10 new MSHARP awards/10 renewal; 30 new CET Awards; initiate five Michigan Challenge Programs; five new Alliances/10 renewals, and five new Partnerships.			
Target: 15 New (three per year)/10 renewals MVPP awards (two per year) 30 New CET (Bronze Certificate of Recognition, Silver Award, Gold Award, and Ergo Success Award) (six per year) 5 Michigan Challenge Programs (one per year) 5 New Alliances (one per year) /10 Alliance renewals (two per year) 10 New MSHARPS (two per year) 10 MSHARPS renewals (two per year) 5 New Partnerships (1 per year)			
Achievement: 2 - New MVPP Awards = no; 7 reevaluations = yes 1 - New CET (Bronze Certificate of Recognition, Silver Award, Gold Award, and Ergo Success Award) = no 2 - Michigan Challenge Programs = yes 2- New Alliances = yes; 1 renewal = no 0 – New MSHARP = no; 5 renewals = yes 1 - New Partnerships = yes			
Data Source(s): Internal measurement using CET program records.			

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Strategic Goal #2	Objective #2.4
Promote employer and worker awareness of, commitment to, and involvement with safety and health to effect positive change in the workplace culture.	Communicate the benefits of workplace safety and health through initiatives and communication with employers and employees.
Emphasis #2.4	

Enforcement Indicators			
Percent of initiatives implemented:	Number of contact lists created:	Number of promotional letters mailed to targeted groups:	Number of enforcement visits:
100%	140 GovDelivery messages were sent 30 MTI GovDelivery messages were sent 17,361 CET GovDelivery members 12,960 MTI GovDelivery members 11,537 Standards GovDelivery members 2,098 Facebook members 1,471 Twitter members 187 YouTube subscribers	5,353 Take a Stand Day letters sent to the following employers: Construction, Support Activities for Transportation, and Wood Products Manufacturing. 3,148 letters sent to employers with high injury and illness rates that submitted their information electronically to the OSHA injury and illness data system.	4,478 GI-1,880 CS-2,598

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%	140 GovDelivery messages were sent 30 MTI GovDelivery messages were sent 17,361 CET GovDelivery members 12,960 MTI GovDelivery members 11,537 Standards GovDelivery members 2,098 Facebook members 1,471 Twitter members 187 YouTube subscribers	5,353 Take a Stand Day letters sent to the following employers: Construction, Support Activities for Transportation, and Wood Products Manufacturing. 3,148 letters sent to employers with high injury and illness (I&I) rates that submitted their information electronically to the OSHA I&I data system.	Not Available

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<p>Baselines: For all Michigan industries (including state and local government), DART of 2.0 and TRC of 4.1 (BLS, 2012); the FY 2014 customer comment card satisfactory response rate was 98.2% useful (562 of 572 who responded to the question on 578 cards returned).</p>
<p>Target: Provide safety & health awareness during every intervention.</p>
<p>Achievement: Michigan DART of 1.6 and TRC of 3.3 (BLS, 2017), which equals a 20.0% decrease and a 19.5% decrease, respectively, for year 5. See Section 5 of this report for a description of initiatives.</p>
<p>Data Source(s): CET, IMIS/OIS, BLS and DIT.</p>

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:	55%
Number of MIOSHA Messenger issued:	25
Percent of new employees to receive orientation within three months:	100%
Number of awards:	4 Special Employee Recognition Awards - MIOSHA
Percent of employees participating in cross training:	Admin 100%; Appeals 100%; CET 19%; CSHD 20%; GISHD 36%; TSD 10%
Number of staff training sessions held:	CET 25, GISHD 22, CSHD 19 APPEALS 7, ADMIN 7, TSD 11
Number of Organizational Culture Inventory (OCI) survey distributed:	None – OCI performed in 2009
Percent of OCI survey returned:	N/A
<p>Baselines: Results from previous surveys, which were in 2003, 2004, and 2006, 2009, 2012, and 2015 for IAMS, and were in 2000 and 2005 for OCI.</p>	
<p>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 five IAMS surveys.</p>	
<p>Achievement: MIOSHA last conducted an Organizational Culture Inventory (OCI) in 2009, a year ahead of the scheduled strategy. It is yet to be determined when the next OCI will be conducted. The Internal Assessment of Management Strategies (IAMS) for Objective 3.1A of the Strategic Plan was conducted in FY 2015. The purpose of the survey is to evaluate the current perception about the key result areas of management strategies within MIOSHA. The survey consisted of twelve multiple choice questions. Each question also contained a space to provide additional information and comments.</p>	

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Outcome Measure/Data Source(s): It is yet to be determined when the next Organizational Culture Inventory will be conducted. The Internal Assessment of Management Strategies (IAMS) survey is prepared by the MIOSHA Cross Cultural Team using the seven core and five additional questions.

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 – Ninety-five percent (95%) of employers and workers who provide customer service feedback rate their overall MIOSHA intervention(s) as useful in identifying and correcting workplace safety and health hazards.
Indicators	
Number of comment cards received via hard copy and website:	305 MIOSHA Comment/Suggestion Cards
Number of visits to MIOSHA’s website:	1,020,422 in FY 2017
Percent of positive feedback on customer comment cards:	99.3% Useful on Comment/Suggestion Cards
Number of staff training sessions held:	CET 25, GISHD 22, CSHD 19, APPEALS 7, ADMIN 7, TSD 11
Number of fact sheets developed:	2
Number of responses to Ask MIOSHA Info questions posted to the website:	5
Number of MTI courses and CET seminars:	134
Number of participants in MTI courses and CET seminars:	2,329
Number of MIOSHA News publications:	4
Number of press releases issued:	37
Number of public service announcements:	140 GovDelivery announcements
Number of customer surveys received via hard copy and website:	305 Comment/Suggestion Cards mailed back
Baselines: Customer Survey results and Comment/Suggestion Card.	
Target: Comment/Suggestion Cards are ongoing.	

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Achievement:

MIOSHA received 305 Comment/Suggestion Cards during FY 2018. Results for the three questions:

- 99.3% “Useful” on “How would you rate your overall experience with MIOSHA?”
- 99.7% “Yes” on “Did you find the staff to be knowledgeable about employee safety and health issues?”
- 98.9% “Yes” on “Did the staff explain how to correct the safety and health hazards they identified?”

MIOSHA received 7,093 Comment/Suggestion Cards during FY 2008 to 2018. Results for the three questions:

- 98.7% “Useful” on “How would you rate your overall experience with MIOSHA?”
- 99.5% “Yes” on “Did you find the staff to be knowledgeable about employee safety and health issues?”
- 99.2% “Yes” on “Did the staff explain how to correct the safety and health hazards they identified?”

Outcome Measure/Data Source(s):

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

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 of receipt by MIOSHA.
Enforcement Indicator	
Percent of complaints opened within ten working days:	98.9% for CSHD (175 of 177) 97.7% for GISHD (648 of 663)
Baseline: FY 2008 data 97.4%	
Target: 97% of complaints responded to within 10 working days.	
Achievement: For FY 2018, 823 of 840 complaints, or 98.0%, were responded to within 10 working days.	
Data Source(s): Fat/Cat and Complaint response data (IMIS/OIS).	

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Strategic Goal #3		Objective #3.2	
Strengthen public confidence through continued excellence in the development and delivery of MIOSHA’s programs and services.		Respond effectively to legal mandates so that workers are provided full protection under the MIOSH Act and improve MIOSHA selected services.	
Emphasis #3.2B	Ensure that 95% of non-contested cases have abatement complete within 60 workdays of last abatement due date.		
Enforcement Indicators			
Number of Non-Contested Cases:	Number of cases have abatement complete:	% cases with complete abatement within 60 days	
4,197	3,523	83.9	
Baseline: NONE – New measure with data supplied by federal OSHA.			
Target: 95%			
Achievement: For FY 2018, 674 of the 4,197 inspections did not have abatement complete within 60 workdays of last abatement due date. This resulted in a percentage of 83.9%. This did not meet the goal.			
Data Source(s): SAMM and SIR reports (federal OSHA).			

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Strategic Goal #3	Objective #3.2
Strengthen public confidence through continued excellence in the development and delivery of MIOSHA’s programs and services.	Respond effectively to legal mandates so that workers are provided full protection under the MIOSH Act and improve MIOSHA selected services.
Emphasis #3.2C	Respond to 95% of all Freedom of Information Act requests within 5 days.
Enforcement Indicator	
<p>Baseline: For FY 2013, 604 of 647 Freedom of Information Act requests, or 93%, were responded to within 5 days.</p>	
<p>Target: 95%</p>	
<p>Achievement: For FY 2018, 508 of 777 Freedom of Information Act Requests, or 65.0%, were responded to within 5 working days. There are several factors influencing FOIA request processing: 1) The Michigan Department of Licensing and Regulatory Affairs has recently revised the method for FOIA request processing, which is causing delays in when MIOSHA receives requests, as well as extending our internal processing time. 2) FOIA requests continue to become more complicated/voluminous/litigious, and the advancement in forms of communication (i.e., email, cell phones, texting, etc.) increases complexity. These factors continue to make production of complete records much more time-consuming. MIOSHA FOIA staff also handle subpoenas and depositions, and in recent years the trend is to appeal many more citations, making this work more time-consuming as well.</p>	

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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Data Source(s):
Internal FOIA tracking system.

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

Baseline:
None.

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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

<p>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.</p>
<p>Achievement: Promulgate 100% of Standards required by OSHA within six months – Accomplished 0% of original goal. There were seven OSHA standards that were not promulgated within the six month timeframe. Delays were a result of staffing issues, as well as a continued backlog of work within the Department of Licensing and Regulatory Affairs, and the Office of Regulatory Reinvention.</p> <p>Promulgate 80% of other Standards within deadlines established by an annual Standards Promulgation Plan – Accomplished 6% of original goal. Delays were a result of staffing issues, as well as a continued backlog of work within the Department of Licensing and Regulatory Affairs, and the Office of Regulatory Reinvention.</p> <p>Hold 4 Standards Liaisons meetings. Accomplished 100% of original goal. The structure and focus of these meetings was changed during this fiscal year, and 12 meetings were held.</p>
<p>Data Source(s): Internal measurement systems.</p>

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

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

<p>Baseline: 1. N/A. 2. The current computer inventory in terms of age of units and number of systems as measured at the beginning of FY 2014. 3. Catalog of available training, staff training captured in the agency training database. 4. Current inventory of agency data collection systems and automated processes. 5. Current Instruction and Memo inventory pertaining to computer/technology usage. 6. All field staff currently connected via Virtual Personal Network (VPN). FY 2013 level of usage web-based technology assessed as minimal qualitatively.</p>

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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Target: As budget allows and resources require due to expired warranties, replace 25% of computer systems (four-year replacement cycle); fill vacant data analyst position in MISS/TSD; provide more training; upgrade to OIS; and support existing systems.

Achievement: All computers in use by staff in FY18 are under warranty. Agency has budgeted to replace 1/3 of the computers in FY18. The SharePoint resource identifying computer training, hints and tips was expanded in FY18. A lean process improvement (LPI) project was conducted as a preliminary step to developing an activity tracking database for the CET division. A replacement for the Excel fatality logs was created to improve the fatality reporting process.

Data Source(s): Internal measurement systems.

1. Review strategies of other strategic plan workgroups to determine data needs, baselines, requirements, measures, and sources.
 - Strategic plan 3.3A workgroup meets periodically to identify IT areas/topics to focus resources including review of Strategic plan strategies.
2. Monitor needs for acquisition, replacement, maintenance, enhancement of IT inventory, and hardware/software training agency-wide. Make recommendations for new purchases as necessary.
 - All staff using in-warranty computers in FY18
 - Computers purchased for deployment to 90 staff (approximately 45% of total computer inventory)
 - Purchased port replicators for conference rooms to more readily facilitate laptop presentations.
 - Upgraded PDF licensed software.
 - Agency migrated to Windows 10.
3. Identify specialized IT training needs and internal and external resource options.
 - Training for OIS usage is on-going.
 - New training materials and reference documents were posted on the MIOSHA SharePoint site.
 - Added IT instructions to the training catalog to accommodate the transition to Windows 10.
4. Identify and recommend opportunities for consolidation or improvements of data collection systems or workflow processes to minimize duplication of effort and information.
 - Piloted a Construction Library program to reduce redundant data input and standardize form processing. System went to full production October 2018.
5. Recommendation of policies and adherence to the State of Michigan, LARA, and MIOSHA security, privacy, and best practices of electronic data and computer usage.
 - All staff participate in regularly scheduled sessions of on-line security training.
6. Work on improving consistency in entering case file data.
 - Convened a meeting of all interested parties to discuss the updating of the OIS data entry guidelines. Draft version of updated guide is circulating.

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7. Identify technologies that MIOSHA can utilize and make recommendations as to how they can be used to improve agency operations.
 - Purchased tablet to explore potential use by CSHOs. The new tablet was used in development of the new construction library program now in production.

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

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

1. Research the possibilities for outside vendors to create applications for MIOSHA webpage for the public to utilize. Create an assessment to see what state departments, OSHA and other state plans are doing across the nation, for feasibility for adoption to see what obstacles exist. Research feasibility of MIOSHA apps.

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- The search for potentially useful applications that can be shared with the public is ongoing.
2. Look at areas that we could shift from paper to electronic correspondence; i.e., comment cards, closing letters.
 - Ongoing
 3. Increase MIOSHA followers on Facebook, Twitter, and YouTube.
 - In FY 18, MIOSHA increased followers on Facebook from 1,924 to 2,098.
 - In FY 18, MIOSHA increased followers on Twitter by from 1,270 to 1,471.
 - In FY 17, MIOSHA increased subscribers on YouTube from 164 to 187.
 4. Expand outreach to outside groups, and establish vehicles for assessment of input pertaining to types of data, services, and applications that could improve MIOSHA service to others.
 - MIOSHA reached out to outside groups, gathering feedback in the creation of its new 5-year Strategic Plan.
 5. Expand promotion of our emerging social media with the public and outside agencies.
 - One boost was purchased to promote MIOSHA activities over social media.
 6. Expand use of analysis of the responses to social media for reporting potential trends or points of interest to management.
 - MIOSHA monitors responses to social media questions and comments and provides appropriate follow-up including referring customers to other MIOSHA electronic resources.

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

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

Baseline: October 1, 2011 – September 30, 2012 customer comment card satisfactory response rate (922/941 98.0% useful).

Target: Develop and implement two new activities with external groups, educational material, or staff training sessions each year. Maintain or improve customer comment card satisfaction response rate.

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Achievement: Held five “Coffee with MIOSHA” events and one “Take A Stand Day” event in FY 2018. For FY 2018, the customer comment cards indicated that 99.3% of MIOSHA’s customers indicated that their overall experience with the agency was useful.

Data Source(s): Internal measurement systems.
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1. Coordinate the implementation, development, and marketing of “Connecting MIOSHA to Industry” activities; e.g., Take A Stand Day (TASD), Coffee with MIOSHA (CWM), forums, and brochures.
 - The TASD workgroup coordinated the 13th TASD. This year we had 139 participants. Participants indicated that they heard about TASD from their association/organization (4), an email notice (9), our hard copy TASD flyer (39), MIOSHA Staff (26), the MIOSHA website (16). This year we participated in five CWM events led by members of the MIOSHA Outreach Committee. The MIOSHA Outreach Committee also coordinated and staffed the MIOSHA booth at the two-day Michigan Safety Conference. CETD and CSHD coordinated and participated in five “stand downs” at our partnership sites as part of federal OSHA’s National Safety Stand Down to Prevent Falls in Construction.
2. Evaluate and coordinate opportunities for gathering additional feedback, recommendations, and input from stakeholders and internal staff to enhance MIOSHA interactions and services; e.g., forums, workgroups, web form, mailings, surveys, and social media.
 - Internal staff input: Administered IAMS survey to all MIOSHA staff. Developed MIOSHA Action Plan in response to the FY 15 IAMS survey results. Continued efforts in FY 2018 to improve customer service:
 - Administered the fourth TASD survey of 94 participants. Respondents provided comments/ideas on enhancing TASD marketing efforts.
 - All MIOSHA staff to attend the Civil Service training programs on Emotional Intelligence and Valuing Differences.
 - Developed module for new employee orientation on the “Connecting MIOSHA to Industry initiative”. The module is used starting in FY 2018.
3. Evaluate and coordinate MIOSHA staff training and educational resources that support and foster the "Connecting MIOSHA to Industry" culture of building positive relationships with employers and employees.
 - In FY 2014, all staff were issued a R.E.S.P.E.C.T. card. Each letter had a related action (Recognize, Eliminate, Speak, Practice, Earn, Consider, and Treat.) In FY 2015, a R.E.S.P.E.C.T. check was done as a reminder. Articles were published in the MIOSHA Weekly. For each action, a relevant scenario and/or positive work-related example was provided to illustrate how the action could be demonstrated.
4. Coordinate “Connecting MIOSHA to Industry” Phase V training for staff. NOTE: Some overlap with 3.1A - Implement strategies that nurture collaboration among all MIOSHA team members to enhance effective communication and staff development. A new workgroup was created to implement Phase V which will focus on consistency in services and information provided to customers. Based on IAMS survey feedback, the workgroup will lift up consistency by coordinating joint hazard recognition training or MIOSHA policy review.

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SECTION 2 - PRIMARY OUTCOME MEASURE SUMMARY CHART
FY 2018 (Year 5 of 5-year MIOSHA Strategic Plan for FY 2014-2018)

<u>Strategic Plan Emphasis</u>	<u>Year 5 Goal</u>	<u>Year 4 Achievement</u>	<u>Met Goal(s)</u>
1.1A-1 Beverage & Tobacco Product Mfg.	15% Decrease*	70.0% decrease	yes
1.1A-2 Primary Metal Mfg.	15% Decrease *	45.1% decrease	yes
1.1A-3 Fabricated Metal Product Mfg.	15% Decrease *	14.1% decrease	no
1.1A-4 Machinery Mfg.	15% Decrease *	25.9% decrease	yes
1.1A-5 Transportation Equipment Mfg.	15% Decrease *	37.1% decrease	yes
1.1A-6 Support Activities for Transportation	15% Decrease *	28.6% decrease	yes
1.1A-7 Warehousing and Storage	15% Decrease*	35.1% decrease	yes
1.1A-8 Hospitals	15% Decrease *	24.0% decrease	yes

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1.1A-9 Nursing and Residential Care Facilities	15% Decrease *	29.2% decrease	yes
1.1A-10 Accommodations	15% Decrease *	4.2% increase	no
1.1A-11 Wood Products Manufacturing**	15% Decrease *	1.0% increase	no
1.2 Manufacturing (31-33) – TRC Rate/Fatalities	15% Decrease	29.3% decrease/ 20% increase	yes/no
1.3A Construction-Related Fatalities	10% Decrease	20.1% increase	no
1.3B Construction-Related Injuries & Illnesses (DART)	5% Decrease	19.2% decrease	yes
2.1 Safety and Health Management Systems	100% Promote	100% Achieved	yes
2.2 Participation in MTI Level 2 Certificates	10% Increase yearly	44% increase	yes
2.3 Participation in Cooperative Programs	Nine Program Goals	Met 5 of 9	5 yes/4 no
2.4 Communicate benefits of Workplace Safety	DART/TRC decrease	20.0%/19.5% decrease	yes
3.1A Implement Strategies that Nurture Collaboration	N/A	N/A	N/A
3.1B MIOSHA Interventions	>95% Useful	99.3% Useful	yes
3.2A Respond to Complaints Within 10 days	>97% Response	98.0% Achieved	yes
3.2B Non-Contested Cases Having Abatement	95% Occurrence	83.9%	no
3.2C Respond to FOIA Requests Within 5 days	95%	65.0%	no
3.2D Standard Promulgation	100% Fed/ 80% MI	0%/6%	no/no
3.3 Data Management Systems and Processes	Various	N/A	N/A
3.4 Connect MIOSHA to Industry	98% Useful	99.3% Useful	yes

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

**Industry added to SP starting FY 17.

SECTION 3 – CONSULTATION, EDUCATION AND TRAINING (CET) GRANTS FOR FY 2018

Links with Strategic Plan Emphasis

<u>Name of Organization</u>	<u>Emphasis</u>
AFL-CIO of Michigan: HRDI	1.1/1.3/2.1
Associated General Contractors of Michigan	1.3/2.1
Baker College	1.1
Bay de Noc Community College	1.1/1.2

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Center for Workplace Violence Prevention, Inc	1.1/1.2
Construction Association of Michigan	1.3/2.1
Eastern Michigan University	1.3
Emergency Services Rescue Training	1.2
Great Lakes Safety Training Center	1.1
MARO Employment and Training Association	1.1/2.1
Michigan Association of Chiropractors	1.1
Michigan Green Industry Association	1.2
Michigan Infrastructure and Transportation Association	1.3/2.1
Michigan State University	1.2/2.1
North Central Community College	1.1/1.3
Parents for Student Safety Employment Standards	1.1/1.2/1.3
Retail, Wholesale, and Department Store Union	1.1/2.1
United Auto Workers International Union	1.1/2.1
University of Michigan	1.1/2.1
Wayne State University	1.3

SECTION 4 – MIOSHA STATE INTERNAL EVALUATION PLAN (SIEP) FOR FY 2018

Activity/Program Component Evaluated: Enforcement Divisions’ Informal Inspection Process

The audit was conducted to assess the effectiveness of the enforcement divisions’ informal inspection (D-Letters) process from intake of complaints or referrals to final closure to determine if we are complying with the MIOSHA Field Operations Manual (FOM), complaint processing instruction, State Activity Mandated Measures (SAMMs), and other policies or procedures related to informal inspections. The audit included review on how the initial complaints or referrals are processed, assigned, and tracked. Some areas of focus included but were not limited to:

- Review procedures for safety and health informal inspections.

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- Determine the number of days from receipt of complaint to issuance of D-Letter to the employer.
- Determine the number of days an employer has to respond.
- Determine steps and timelines if employer provides inadequate or no response.
- Determine the number of days MIOSHA staff have to review the employer's response.
- Determine who is responsible for the various follow-up (industrial hygienist (IH)/safety officer (SO), supervisor, etc.) and timelines.

Background:

The General Industry Safety and Health Division (GISHD) and the Construction Safety and Health Division (CSHD) follow procedures for handling off-site complaint inspections outlined in the MIOSHA FOM, Chapter IV. Pre-Inspection Procedures, Section II. Unprogrammed Inspections, E. Complaints, 5. Off-Site Complaint Inspections and 7. Procedures for a Letter Complaint Inspection along with the Agency Instruction on Complaint Processing. GISHD also has an internal division procedure for Complaint Processing which provides guidance to staff processing D-Letter complaints. Off-site complaint inspections are conducted for complaints that do not meet the on-site complaint inspection criteria. As part of the audit process, interviews were conducted in GISHD with a health supervisor, a health manager, a safety supervisor, and support staff who process D-Letter complaints. Interviews were conducted in CSHD with a health manager and safety manager who process the division's D-Letter complaints.

Complaints are tracked in the SAMMs, LARA scorecard, and Operational Excellence agency scorecards. Some off-site inspections may include: employee reported complaints, employer reported referrals, or regular referrals that are received. Division managers determine if the complaint is handled as an on-site or as an off-site inspection, and if handled as an off-site inspection, whether it is handled by letter or telephone.

Findings:

In accordance with review of agency and division procedures for conducting safety and health informal inspections, interviews with staff, and review of case files for safety and health, the following findings were made:

- The number of days from receipt of a complaint to the issuance of a D-Letter to the employer falls within the guidelines outlined in the Complaint Processing instruction and the SAMM, with the exception noted below in CSHD. D-Letters to the employer are being issued within 8 days.
- The timeframe in which the employer has to provide MIOSHA with a response to the D-Letter complaint falls within the guidelines outlined in the Complaint Processing instruction, with the exceptions noted below for each division.
- The timelines established in the Complaint Processing instruction when no response is received or if an inadequate response is received from the employer are being followed,

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with the exceptions noted below.

- MIOSHA staff reviews the employer's response within the guidelines outlined the Complaint Processing instruction, which is 15 working days.
- CSHD managers are responsible for follow-up and timelines for D-Letter complaints. The managers coordinate receipt of complaints daily and provide back-up to each other.
- GISHD health and safety supervisors and support staff are responsible for follow-up and timelines for D-Letter complaints. GISHD implemented an accountability tool to assist staff in follow-up and provided guidance for follow-up when changes in staffing occur. It was noted that guidance provided in the accountability tool was not always followed.
- The number of days from the receipt of a complaint to the issuance of a closing letter to the employer may take up to 5 months and 1 week utilizing the timeframe outlined in the complaint processing instruction. The audit revealed this timeframe is not always met.
- In December 2017, the divisions modified the closing letter to the complainant in cooperation with federal OSHA. At that time, an email was sent to staff directing them to forward employer responses to the Technical Services Division, FOI section for review if a complainant requested a copy of the employer's response. This would ensure that no confidential or proprietary information was released to the complainant. The audit noted that this process was not always followed.

General Industry Safety and Health Division (GISHD)

In addition to the findings above, the audit also discovered a few differences in how safety and health D-Letters complaints are processed. Prior to a D-Letter being mailed, the IH contacts the employer to explain the allegations prior to issuing the letter. Safety does not contact the employer prior to the D-Letter being mailed.

Health files on hold waiting for an employer's response are filed by month and due date and reviewed daily for follow-up if no response is received or an inadequate response is received. Safety files on hold waiting for an employer's response are pulled once a month and placed in the abatement office for review. If no employer response is received or an inadequate response is provided, contact with the employer is made at least two times before a final notice letter is

mailed to the company. It was noted that it may take several months from the time the company does not respond to the time the final notice letter is mailed.

If a D-Letter complaint is converted to an on-site complaint, the health supervisor will make the determination for health complaints and a safety manager will make the determination for safety complaints.

During the audit, 40 randomly selected files were reviewed that contained various deadlines (10 calendar days, 15 calendar days, 30 days, and one file contained an actual due date) provided to the employer for a response. In 15 of the 40 files, letters to the employer were mailed with a due date less than 30 days.

- Six files that were given less than 30 days to respond, did not follow the timeframe outlined in the Complaint Processing instruction.
- Five files that were given 30 days to respond did not follow the timeframe outlined in the

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Complaint Processing instruction.

Construction Safety and Health Division

In addition to the findings above, the audit also discovered a few differences in how safety and health D-Letters complaints are processed in CSHD. The health manager assigns complaints for D-Letters related to health issues to an IH supervisor. The safety manager processes D-Letters for complaints involving safety issues. The safety manager mails employer D-Letters certified mail. Upon MIOSHA's receipt of the United States Postal Services green card indicating the letter was delivered, the complaint processing log is updated, and the 30-day time period begins. The IH supervisor does not mail D-Letters certified mail.

During review of 21 health and safety files, it was noted that health complaints allow 15 calendar days for an employer to provide a response. Safety complaints allow 30 days for the employer to provide a response.

- Two health files contained a MIOSHA-employee reported referral. The D-Letters were not sent to the company within the 10-day deadline of receipt of the complaint. It was noted at the time of this audit, the MIOSHA employee was already retrained on how MIOSHA-employee referrals should be handled.
- Telephone contact with the employer is not documented in the case file for D-Letter complaints for health. Health files do not contain a case diary sheet. Telephone contact with the complainant and employer is noted in OIS. The audit revealed that this practice is not always followed.
- In four safety files, an incorrect closing letter was mailed to the complainant. Prior to the end of this audit, the closing letter was updated.
- The closing letter was not mailed to the complainant in one safety file. Prior to the end of the day, the closing letter was mailed, and a copy placed in the file.
- In one health file, a copy of the complainant's letter was not in the file. Prior to the end of this audit, the procedures were reviewed with the IH supervisor.
- The final notice letter is not being mailed in safety files. Prior to the end of this audit, it was noted that this aspect is being incorporated.

Recommendations of Enforcement Divisions' Informal Inspection Process Evaluation:

- Update the MIOSHA FOM to indicate that MIOSHA will not automatically send the employer's response to the complainant.
- Update the Complaint Processing instruction to reflect the following:
 - D-Letters do not need to be sent via certified mail.
 - Response deadlines for the employer should be set at 15 days or 30 days depending on the seriousness of the allegations and the time required for proper investigation and abatement.
 - Add an internal deadline (15 working days) for staff to follow-up with the employer on adequate responses, inadequate responses, and lack of response.
- In GISHD, have support staff transfer D-letter files (responses and non-responses) to field staff on at least a weekly basis for their review and action after the response

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deadline has passed, rather than waiting as long as one month to transfer the file.

- Ensure the correct closing letter is mailed to the complainant in CSHD.
- Ensure telephone contact with the employer is noted in CSHD health files.

SECTION 5 – PROGRAM ACCOMPLISHMENTS FOR FY 2017

Major Program Accomplishments

Consultation and Education Training Grants

In 2018, MIOSHA awarded 20 Consultation Education and Training grants to non-profit groups to enhance safety and health training and to support worker safety and health across the state. The grants require a minimum 10% match from the training entities. The MIOSHA CET Grant Program provides additional options for safety and health education and training to employers and employees. Most of the grants focus on the performance goals identified in the MIOSHA Strategic Plan, with a particular emphasis on hazard recognition and prevention for high hazard industries. The CET Grant Program is designed to:

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

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

MIOSHA Training Institute (MTI)

In FY 2008, MIOSHA implemented a new safety and health training/certificate program. Seminars offered through MTI provide an opportunity to earn a certificate. In FY 2018, 134 were offered across the state. Also, in FY 2018, CET:

- Continued to provide MTI outreach through printed seminar brochures. Printed and mailed 35,000 seminar brochures.
- Continued to conduct MTI outreach while participating at expositions, meetings and conferences. Provided MTI seminar brochures at 36 events in FY 2018.
- Continued to promote the MTI Scholarship Program to increase MTI attendance when funding is available. In 2018, a total of \$34,830 was paid out for 825 scholarships.
- Routinely communicated with MIOSHA stakeholders through listserv, MIOSHA eNews, Facebook and Twitter announcements to keep them aware of the MTI offerings. In 2018, there were 30 MTI emails.
- Two Level 2 boot camps were held in FY 2018. Based on positive attendee feedback, will continue to offer Level 2 boot camps in FY 2019.
- MIOSHA Training Institute (MTI) Accomplishments: Since its inception, more than 27,000 participants have been trained. 1,163 MTI students have earned Level One certificates for General Industry and Construction; 341 students have earned Level Two certificates; and 91 students have earned Occupational Health certificates.
- MIOSHA and Oakland University Form Alliance – On September 21, 2017, MIOSHA and Oakland University formed a new alliance establishing the MTI to Bachelor of Science in Environmental Health and Safety (EHS) Degree Program. The new program is available to those who have a valid Level Two Safety and Health Management Systems certificate. These individuals will be granted up to 11 credits through a course competency by examination process to satisfy part of the minimum course requirements towards the EHS Bachelor of Science Degree.
- To date, training has been provided to 27,427 individuals and certificates have been issued to over 1,595 students.

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Connecting MIOSHA to Industry

Customer focus is a core MIOSHA value. We strive to “Connect MIOSHA to Industry” through collaboration and information sharing.

Examples of our on-going information sharing activities include:

- Managing a robust website
- Providing fatality notices
- Quarterly MIOSHA News
- Monthly e-news

Connecting MIOSHA to Industry – Phase V lifted-up consistency (based on IAMS feedback). In FY 18 MIOSHA supported:

- Standards liaisons from each division assisting with the Walking/Working Surfaces project.
- Regional meetings - staff are encouraged to attend to connect with their peers and participate in discussions about MIOSHA standards/workplace hazards/new processes/etc. to build Agency wide consistency.
- Agency instructions – The Agency’s Consistency Committee regularly met to review Agency policies and procedures to ensure consistency.
- New hire orientation – 30-minute presentation was developed and given to all new MIOSHA staff. The presentation provided Connecting MIOSHA to Industry history and set the expectation for all new hires to complete two Civil Service courses; Emotional Intelligence and Valuing Differences, within their first 6 month with MIOSHA.

MIOSHA held five “Coffee with MIOSHA” events around the state to invite businesses and employees to have a cup of coffee and meet MIOSHA staff to learn about training opportunities and other resources MIOSHA has to offer. These events were open to the public and sponsored by a variety of different industries, associations, and businesses. Attendance for the five events was 249 people.

Take a Stand Day

On August 8, 2018, the 14th annual “Take a Stand Day” was held. “Take a Stand Day” provides an opportunity for employers to receive a special one-on-one consultation with NO CITATIONS and NO PENALTIES. MIOSHA dedicated its professional staff to visit Michigan high-hazard industries targeted by the MIOSHA Strategic Plan. A total of 139 requests were received in the CET Division and assigned to MIOSHA staff – both enforcement and consultation staff. This event provides all MIOSHA staff an opportunity to “connect with industry.”

MIOSHA Initiatives

Strategic Planning Emphasis

Blight Removal Involving Asbestos, Lead and Cadmium SEP

On September 1, 2016, MIOSHA launched the year-long state emphasis program to inspect employers working in blighted areas receiving funding from the Hardest Hit Fund. During the

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

Temporary Workers Initiative

MIOSHA’s new strategic plan covering FY 2019-2023 includes the goal of reducing the rate of worker injuries, illnesses, and fatalities within the temporary worker population. MIOSHA is including increased outreach and consultation with temporary employment agencies as part of the new strategic plan. Under this emphasis, the CET Division will be seeking opportunities to partner with the industry to encourage proactive attention to improve safety and reduce fatalities in all types of work operations.

Some of the outreach opportunities identified include:

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

Agriculture Outreach

A CET mini-grant was awarded to Emergency Services Rescue Training to provide onsite and classroom training for agricultural incidents. The final product is a first responder critical document for responding to agricultural incidents. A CET member of the workgroup was assigned to work with the grantee.

Silica Outreach

In December 2016, a two-year silica initiative outreach plan was launched. A new silica page was added to the website which includes relevant standards and resources, a “Respirable Crystalline Silica” PowerPoint and a Sample Written Exposure Control Plan. A new silica title was purchased for the video library.

MIOSHA Partnerships and Alliances

In May 2004, MIOSHA established a program to permit partnerships between MIOSHA and an individual employer, employees, and/or their representatives or a group of employers,

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

Partnerships

MIOSHA had five active partnerships in FY 2018:

- Westwind Construction – On February 9, 2017, MIOSHA entered into a partnership with Westwind Construction at Trailside45, a new multi-family apartment community under construction in Traverse City, Michigan. The property incorporates 1.7 acres of long-time vacant land in the heart of Traverse City and will provide 74 residential units. Construction began in November of 2016 and was completed in the spring of 2018.
- Skanska Closner – On December 15, 2016, MIOSHA entered into a partnership with Skanska Closner at the construction site of a new hospital and medical office building in Marquette, Michigan. The new facility will replace the current facility with a 265-bed, 542,817 square-foot building. The project will also include a more than 97,000 square-foot adjoining medical office building and parking structure. Construction began in June of 2016, and is expected to be completed in Fall 2018.
- Pioneer Construction Company – On August 30, 2016, MIOSHA entered into a partnership with Pioneer Construction Company at the Diamond Place project in Grand Rapids. Diamond Place is a residential and commercial project consisting of 165 apartments, commercial retail spaces, and a parking deck. The overall project construction budget is \$30.0M. The project started on September 1, 2016, and was completed in 2018.
- Granger Construction Company - On June 7, 2016, MIOSHA entered into their second partnership with Granger Construction Company at the U of M Athletics South Campus Performance Project. The project includes the construction of several new buildings including the development of three new outdoor performance field facilities, and significant infrastructure upgrades for the new 18-acre South Campus addition. The project was completed in December of 2017.
- UAW/Ford/ACH/MIOSHA Partnership – In 2002, Ford Motor Company, Visteon, the United Auto Workers and MIOSHA entered into partnerships to improve worker safety and health in Ford and Visteon facilities. These partnerships were designed to share information and resources and to allow all parties to work together to address workplace safety and health issues in a focused, efficient and effective manner. On April 22, 2016, MIOSHA renewed the partnership agreement with UAW/Ford/ACH.

Alliances

In December 2003, MIOSHA established a program to encourage formal alliances between MIOSHA and a variety of organizations. Alliances are a formal agreement between MIOSHA

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and an organization or employer committed to workplace safety and health. An alliance provides the opportunity for MIOSHA to partner with organizations to reach out, educate, and to encourage improvements in workplace safety and health.

MIOSHA has the following alliances:

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

Other Significant Activities

Significant Cases

1. On August 10, 2018, the General Industry Safety and Health Division issued citations with penalties totaling \$144,900 to Packaging Specialties, Inc., dba PackSpec. The penalty is a result of a reinspection with five serious, three repeat-serious, four other-than-serious, and two repeat other-than-serious violations.
2. On March 9, 2018, the Construction Safety and Health Division issued citations with penalties totaling \$154,000 to RSB Construction Services, Inc. The penalties are a result of a fatality investigation with one serious violation and a companion inspection with two willful-serious, and one other-than-serious violations.

Michigan Industrial Ventilation Conference

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The 67th Annual Industrial Ventilation Conference was held February 12 through 16, 2018. Each year MIOSHA sponsors this nationally recognized conference with the help of experts from across the U.S. and Canada who provide instruction on the design, construction, use, and testing of industrial ventilation systems. CET Division staff worked with Michigan State University, the Lansing Area Safety Council, and 26 additional instructors to make sure the conference was a great learning experience for the students. This year's conference had 103 attendees. Another 41 individuals attended two optional workshops addressing combustible dust and troubleshooting of industrial ventilation systems. A review of the conference evaluations shows that the conference was an overwhelming success.

Website Improvements

During FY 2018, MIOSHA used the website to provide timely access to information supporting our strategic goals including:

- Added the [Working Day Calendar](#) to the Appeals webpage
- Added the new [Oakland University Alliance](#) Template to the Alliance webpage
- Added the new [Operating Engineers Local 324 Journeyman & Apprentice Training Fund Inc.](#) Alliance Template to the Alliance webpage
- Added a “[Customer Feedback](#)” section on the homepage. Add a new customer comment every month.
- Added the [2018 Take A Stand Day feature page](#) to the TASD webpage.
- Revised the [CET Grants page](#) to include products and reference documents.
- Added a new fact sheet to the website, “[Potential Health and Safety Hazards in the Medical Marijuana Industry](#)” (CET-0198).
- Added a new Alliance document to the website, “[Nursing and Residential Care Facility Checklist](#)” (CET-0174)
Initiatives & LEPs.
- Added products and reference documents to the [CET Grants page](#)
- Added a new fact sheet to the website, “[Eyewashes and Safety Showers](#)” (CET-0199)

The webpage can be viewed at www.michigan.gov/miosha.

MIOSHA Awards

Michigan Voluntary Protection Program for Construction (MVPPC)

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

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for the MVPPC Star Award was Walbridge (Couzens Hall Project), Detroit, followed by Holly Construction Company, Belleville.

MVPPC Star Companies

Updates can be found at www.michigan.gov/mvppc

- Walbridge, Couzens Hall Project, Detroit – Star Award: August 25, 2010; Continued Star Award for Alice Lloyd Hall Project: July 21, 2011; Designated Geographical Area (DGA) Star: August 14, 2012, Reevaluation Approval: November 2, 2015
- Holly Construction Company – Rising Star Award: September 14, 2010; Star Award: March 8, 2013; Reevaluation Approval: April 4, 2017

MVPPC Rising Star Company

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

Michigan Voluntary Protection Programs (MVPP) Star Companies

Updates can be found at www.michigan.gov/mvpp

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

- Occidental Chemical Corporation, Ludington Plant (formerly Dow Chemical) – Star Award: October 10, 2002; Reevaluation Approval: January 17, 2006, July 28, 2009, October 8, 2012, and May 24, 2016
- Verso Paper Quinnesec Mill, Norway – Star Award: March 26, 2001; Reevaluation Approval: March 9, 2005, October 23, 2008, October 10, 2011, and August 31, 2015
- Johnson Technology, Inc., Latimer Plant, Muskegon – Rising Star: November 27, 2002; Star Award: March 10, 2003; Reevaluation Approval: February 16, 2007, November 23, 2010, March 24, 2014, and February 9, 2018
- Huntsman Polyurethanes, Auburn Hills – Rising Star Award: August 7, 2002; Star Award: February 27, 2004; Reevaluation Approval: June 11, 2007, February 3, 2011, and June 1, 2015
- Johnson Technology, Inc., Norton Shores – Rising Star Award: November 26, 2003; Star Award: April 14, 2004; Reevaluation Approval: January 23, 2007, November 23, 2010, March 29, 2014, and March 9, 2018
- DTE Energy, Fermi 2, Newport – Star Award: May 7, 2004; Reevaluation Approval: August 15, 2007, September 3, 2010, February 19, 2014, and November 7, 2017
- Arconic, Whitehall Operations – Star Award: May 7, 2004; Reevaluation Approval: September 4, 2007, October 6, 2010, April 3, 2014, and December 4, 2017
- Atlantic Packaging Converting & Distribution Center, Sturgis – Star Award: February 10, 2005; Reevaluation Approval: August 25, 2008, October 26, 2011, and November 5, 2015
- Georgia-Pacific, Beaver Creek Resin Plant, Grayling – Star Award: May 10, 2007; Reevaluation Approval: May 13, 2011 July 28, 2014 and February 2, 2018
- Herman Miller, Midwest Distribution, Holland – Star Award: December 22, 2006;

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Reevaluation Approval: June 11, 2009, November 20, 2012, and May 24, 2016

- SUEZ, Wixom Waste Water Treatment, Wixom – Rising Star Award: March 10, 2009; Star Award: September 27, 2012; Reevaluation Approval: November 13, 2015
- Monsanto Company, Constantine – Star Award: December 4, 2007; Reevaluation Approval: January 27, 2011, and May 10, 2016
- Pfizer Global Manufacturing, Kalamazoo Operations – Star Award: March 31, 2008; Reevaluation Approval: November 2, 2011, November 25, 2014, and March 9, 2018
- Dow Corning Corporation, Auburn Site – Star Award: April 2, 2008; Reevaluation Approval: May 24, 2011 and June 19, 2014
- DTE Energy, Milford Compressor Station/Michcon, Milford – Star Award: April 17, 2008; Reevaluation Approval: December 13, 2011 and April 6, 2015
- Herman Miller, Inc., Main Site, Zeeland – Star Award: July 17, 2008; Reevaluation Approval: August 3, 2011, and December 23, 2014
- Marathon Petroleum Company, Detroit Refinery, Detroit – Rising Star Award: April 7, 2009; Star Award: July 28, 2010
- Michigan Packaging Company, Mason – Rising Star Award: September 10, 2010; Star Award: January 29, 2013; Reevaluation Approval: June 29, 2017
- Potlatch Land & Lumber, Gwinn – Rising Star Award: November 8, 2010; Star Award: February 8, 2013; Reevaluation Approval: December 20, 2016
- Herman Miller, Inc. Hickory Facility, Spring Lake – Star Award: January 20, 2012; Reevaluation Approval: September 1, 2016
- Albemarle Corporation – Rising Star Award: April 20, 2012; Star Award November 21, 2014; Reevaluation Approval: March 9, 2018
- Marathon TT&R, North Muskegon Terminal – Star Award: July 11, 2016
- Eaton Aerospace, LLC, Grand Rapids – Star Award: June 12, 2017
- Marathon Pipe Line, LLC, Northeast Area – Star Award: December 11, 2017
- Robert Bosch, LLC, Farmington Hills – Star Award: May 14, 2018

Michigan Voluntary Protection Programs (MVPP) Rising Star Company

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

Michigan Safety and Health Achievement Recognition Program (MSHARP) Companies Updates can be found at www.michigan.gov/msharp

- Steel Industries, Plant 3, Heat Treating Complex, Redford Township – Award Date: June 11, 2010; Recertification: June 9, 2014; Recertified: May 1, 2018
- Midwest International Standard Products, Inc., Charlevoix – Award Date: May 12, 2008; Recertification: November 20, 2010, October 27, 2014, and September 27, 2016
- Arnold Center Incorporated, Midland – Award Date: May 14, 2009; Recertification: October 27, 2014 and May 21, 2018
- Arnold Center Incorporated, Gladwin – Award Date: May 14, 2009; Recertification: March 15, 2013 and September 26, 2016

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- Glastender, Inc., Saginaw – Award Date: March 15, 2011; Recertification: June 9, 2014
- IHC, Inc., Detroit – Award Date: September 22, 2011; Recertification: May 27, 2015 and September 21, 2018
- Columbian Logistics, ABG Division, Grand Rapids – Award Date: September 22, 2014; Recertification: January 20, 2017
- Aria Energy (Pine Tree Acres Facility), Lenox – Award Date: February 20, 2015
- Astech Alloy Steel Technologies Inc., Vassar– Award Date: May 18, 2015; Recertification: November 29, 2017
- NuCon Corp., Livonia – Award Date: February 4, 2015; Recertification: June 2, 2017
- Columbian Logistics Network – Kentwood Campus – Award Date: May 2, 2013; Recertification: August 2, 2018

CET Awards (Last 5 Years)

CET Gold Awardees

Royalton Manor
Shape Corp., Light Corp, Grand Haven
Shape Corp., Comstock Facility, Grand Haven

Effective Date

May 2017
July 2016
July 2016

CET Bronze Awardees

Kerkstra Precast, Grandville
Rousch Industries, Plymouth

Effective Date

July 2016
July 2016

MIOSHA Ergonomic Success Awardees

Royalton Manor, Saginaw

Effective Date

April 2014

MIOSHA Ergo Innovation Awardee

C. A. Hull Company, Inc.

Effective Date

March 29, 2018

SECTION 6 -- Communication Accomplishments FY 2018

MIOSHA News

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

Four electronic issues of MIOSHA News were circulated this fiscal year to more than 23,627 online subscribers. All past issues of the MIOSHA News are available on our website at www.michigan.gov/mioshanews.

MIOSHA eNews

The MIOSHA eNews is an electronic newsletter that is emailed out via GovDelivery the first Tuesday of every month to more than 23,627 subscribers.

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MIOSHA also reaches an additional 17,291 customers regarding Consultation Education and Training (CET) Division events and the MIOSHA Training Institute (MTI). Since the start of FY 2018, MIOSHA's number of subscribers to the newsletters, events and MTI grew by more than 3,432.

Press Material

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

In FY 2018, MIOSHA issued 46 press releases and/or media advisories:

- 9/27/17 -- IHC Incorporated in Detroit Receives Renewed "MSHARP" Certification
 - 9/5/18 -- Employers Across Michigan "Take a Stand" for Workplace Safety and Health
 - 9/5/18 -- Columbian Logistics Network Distribution Center in Grandville Receives Renewed "MSHARP" Certification
 - 9/4/18 -- MIOSHA Offers \$250,000 in Grants to Keep Workers Safe
 - 8/16/18 -- MIOSHA, Michigan Green Industry Association Renew Alliance to Advance Workplace Safety
 - 8/13/18 -- Robert Bosch LLC Receives MIOSHA's Highest Recognition Award for Workplace Safety and Health
 - 7/31/18 -- MIOSHA Invites Employers and Workers to Goodwill Industries to Learn about the Benefits of Workplace Safety
 - 6/22/18 -- MIOSHA's Trench Safety Stand-Downs Focus on Education and Cave-In Prevention
 - 6/14/18 -- The Michigan Safety Conference and MIOSHA Share a Cup of Coffee Over Worker Safety
 - 6/11/18 -- Marathon Pipe Line, LCC in Woodhaven Receives MIOSHA's Highest Recognition Award for Workplace Safety and Health
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- 6/8/18 -- Steel Industries, Inc. Plant 3 in Redford Township Receives Renewed "MSHARP" Award for Workplace Safety and Health Excellence
 - 6/4/18 -- MIOSHA and ASAM Invite Contractors to Workplace Safety Jobsite Training in Wyoming, MI June 5
 - 6/4/18 -- Arnold Center in Midland Receives Renewed "MSHARP" Workplace Safety and Health Status
 - 5/31/18 -- MIOSHA Targets Blight Removal Projects to Protect Workers from Asbestos and Other Hazards
 - 5/18/18 -- Thousands of Michigan Construction Workers and Their Employers Participate in State-wide Safety Stand-Down with MIOSHA
 - 5/10/18 -- MIOSHA and Christman Construction to Hold Fall Prevention Stand-Down at Construction Site of Stryker Instruments Facility in Portage
 - 5/9/18 -- MIOSHA and Walsh Construction Company to Hold Fall Prevention Stand-Down at

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Construction Site of New Flex-n-Gate Detroit Manufacturing Facility in Detroit

- 5/9/18 -- MIOSHA and Pioneer Construction to Hold Fall Prevention Stand-Down at Studio Park Construction Site in Grand Rapids
 - 5/9/18 -- MIOSHA and Gundlach Champion, Inc. to Hold Fall Prevention Stand-Down at One Marquette Place in Marquette
 - 5/9/18 -- MIOSHA and Christman Construction Company to Hold Fall Prevention Stand-Down at Mercy Health Construction Site in Muskegon
 - 5/8/18 -- MIOSHA and Christman Construction Company to Hold Fall Prevention Stand-Down at Center City District Construction Site in East Lansing
 - 5/7/18 -- MIOSHA and Walsh Construction Company to Hold Fall Prevention Stand-Down at Construction Site of New Flex-n-Gate Detroit Manufacturing Facility in Detroit
 - 5/4/18 -- MIOSHA, Christman Company and Associated General Contractors of Michigan to Hold Fall Prevention Stand-Down at the State Capitol in Lansing
 - 5/2/18 -- Westwind Construction and MIOSHA Partner to Safeguard Workers on Traverse City Multi-Family Residential Project
 - 5/1/18 -- Media Invited to MIOSHA-Westwind Construction Partnership Signing
 - 5/1/18 -- Gov. Snyder Proclaims May “Workplace Falls Awareness Month”
 - 4/27/18 -- MIOSHA Calls for Renewed Commitment to Workplace Safety on "Workers Memorial Day”
 - 4/26/18 -- MIOSHA Invites Employers and Workers to Share a Cup of Coffee and Learn about the Benefits of Workplace Safety and Health; "Coffee with MIOSHA"
 - 4/19/18 -- Albemarle Corporation in South Haven Named a MIOSHA Star Site a Second Time for Exemplary Worker Safety
 - 4/18/18 -- MIOSHA and Great Lakes Safety Training Center Sign Alliance to Promote Workplace Safety and Health
 - 4/17/18 -- MIOSHA Training Institute Graduates Recognized at Michigan Safety Conference
 - 4/10/18 -- Johnson Technology Plants in Muskegon Receive Fifth Consecutive MVPP Star Award for Workplace Safety
 - 4/10/18 -- Georgia-Pacific Chemicals Grayling Plant Receives Fourth Consecutive MIOSHA MVPP Star Award for Workplace Safety
 - 4/9/18 -- C.A. Hull Co., Inc. in Commerce Township Becomes First Construction Company to Receive MIOSHA’s Ergonomic Success Award
 - 3/29/18 -- RSB Construction Services, LLC in Flint Fined \$154,000 by MIOSHA for Lack of Fall Protection and Training Resulting in Workers’ Injuries and Fatality
 - 2/27/18 -- MIOSHA’s *STOP FALLS. SAVE LIVES.* Campaign Focuses on Roofers in 2018
 - 2/23/18 -- DTE Energy Fermi 2 Power Plant Receives Renewal of MIOSHA’s Highest Award for Workplace Safety and Health
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- 1/29/18 -- MIOSHA and WCA Offer Winter Tips for Worker Safety and Reduced Workers' Compensation Costs
 - 1/26/18 -- MIOSHA Reminds Employers to Post Job-Related Injuries and Illnesses
 - 1/23/18 -- Arconic Whitehall Operations Receives Fifth Consecutive MIOSHA Award for Workplace Safety
 - 1/22/18 -- Astech Alloy Steel Technologies, Inc. in Vassar Receives Renewed MIOSHA Recognition for Excellence in Workplace Safety and Health
 - 12/27/17 -- MIOSHA Issues 2nd Cease Operations Order in 2017 Against Bay City Landscaping Company
 - 10/19/17 -- Nonprofits Receive \$872,000 in MIOSHA Training Grants for Worker

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Safety and Health

- 10/17/17 -- Aria Energy in Lenox Receives Renewed “MSHARP” Workplace Safety and Health Status
- 10/12/17 -- MIOSHA and ASAM Sign Alliance to Promote Workplace Safety and Health; Protect Workers
- 10/6/17 -- Walbridge Ford Dearborn Campus Transformation (DCT) Project Receives MIOSHA’s MVPPC Rising Star Award

Outreach

MIOSHA conducted 2,121 employer and employee safety and health consultations, which included the promotion of MIOSHA CET Division services on and off-site field consultations and follow-ups.

As part of the “Connecting MIOSHA to Industry” initiative, the Agency held five “Coffee with MIOSHA” events in FY 2018 to provide an informal opportunity for employers and workers to meet with MIOSHA representatives (consultative and enforcement) to ask questions, obtain information on program services and resources, learn about MTI opportunities, and establish rapport. “Connecting MIOSHA to Industry” is a multi-year project to enhance customer service and program effectiveness. In line with LARA’s philosophy of being “customer driven, business minded,” the project focuses on increased communication, coordination, and outreach throughout the MIOSHA program. The goal is to ensure that MIOSHA interventions are educational, informative, and useful whether conducted by consultation or enforcement staff.

MIOSHA continued its comprehensive public service campaign **Stop Falls. Save Lives.** and website: www.michigan.gov/stopfalls to help prevent fall-related injuries and fatalities in the workplace. Now in its second year, the **Stop Falls. Save Lives** campaign focused on reducing worker deaths due to falls in the roofing industry, as 2017 marked an increase in fall-related deaths among roofers. The **Stop Falls. Save Lives.** safety awareness campaign and the CET Division was featured in the May/June 2018 issue of the national magazine, **Roofing**. Michigan’s Gov. Rick Snyder declared May as “Workplace Falls Awareness Month”.

As part of the National Safety Stand-Down to Prevent Falls in Construction week, May 7-11, 2018, MIOSHA, along with several construction employers from across the state, co-hosted nine stand-down events with thousands of workers participating.

In recognition of “Trench Safety Stand-Down Week”, June 18-23, 2018, MIOSHA, along with construction employers and excavating contractors from across the state held safety stand-down events to increase awareness of trenching hazards in construction, educate employers and workers on cave-in prevention solutions and decrease the number of trench collapses.

For the 14th consecutive year, MIOSHA dedicated nearly all of its safety and health professionals to visit 137 companies for “Take a Stand Day” in August to provide one-on-one consultations and address hazards as requested by employers. The visits were citation and penalty-free with the understanding that employers must make corrections to identified safety and health hazards. Since the first TASD in 2004, more than 2,600 employers have participated.

To date, more than 27,606 people have participated in MTI training, with nearly 1,122 earning Level one certificates for general industry and construction, and approximately 329 earning Level

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two certificates for management systems and compliance. Additionally, 80 occupational health certificates have been awarded. MIOSHA provides scholarships to those interested in attending the MTI to help with the cost of tuition. More than \$390,790 for 5,388 scholarships have been awarded to MTI students. Classes are taught entirely by MIOSHA CET Division consultants.

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