

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

Puerto Rico Department of Labor
Puerto Rico Occupational Safety and Health Administration (PR OSHA)



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Prepared by:
U. S. Department of Labor
Occupational Safety and Health Administration
Region II
New York, New York



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I. Executive Summary

The purpose of this Federal Annual Monitoring Evaluation (FAME) report is to assess the Puerto Rico Occupational Safety and Health Administration (PR OSHA) program's progress in Fiscal Year (FY) 2018, and its progress in resolving outstanding findings identified during previous FAMEs.

At the beginning of FY 2018, Puerto Rico was still recovering from the effects of Hurricane Maria that struck the island in September 2017, and could not conduct normal enforcement activities for the first four months of the fiscal year. Instead, PR OSHA continued its grassroots outreach approach, driving around the island where it was possible to identify hazards and conducting more than 1,000 interventions and compliance assistance activities. Almost 9,000 workers were reached and 432 workers removed from hazards.

PR OSHA resumed enforcement activities in February 2018. For the remaining eight months, PR OSHA focused on its internal and external workplace safety and health training efforts, conducting almost 75 training and conference sessions at universities and schools in FY 2018. An additional 62 training sessions, affecting over 3,500 workers, was held for construction crews working on the rebuilding efforts. The training sessions addressed the four most common hazards in construction. Therefore, OSHA determined that it was appropriate to conduct a follow-up FAME for the third year in a row.

On July 1, 2018, PR OSHA's On-site Consultation Program transitioned to a 21(d) consultation program. Previously functioning as a 23(g) consultation program, PR OSHA initiated the formal request for transition with a letter from Ricardo Roselló Nevárez, Governor of Puerto Rico to OSHA's Regional Administrator, on May 3, 2018. Upon receipt of the request, PR OSHA worked closely and tirelessly with OSHA in order to obtain the approval of the 21(d) consultation program application.

PR OSHA actively engages with OSHA by providing information in a timely manner and implementing recommendations when appropriate. PR OSHA has been consistently responsive to OSHA's FAME findings and continuously works to improve its program. As additional time was needed for PR OSHA to continue its reconstruction efforts and recovery, OSHA determined that it was appropriate to conduct a follow-up FAME.

Last year's PR OSHA FAME report included two findings (non-formal complaint investigations and informal conferences), and four observations (citation lapse time, violation classification, policies and procedures involving the timeframe of informal conferences, and consultation case file documentation). This year two new observations were identified (percent in-compliance). In summary, this report contains a total of two findings and six observations.

II. State Plan Background

PR OSHA is responsible for administering the Puerto Rico State Plan which is part of the Puerto Rico Department of Labor and Human Resources headed by the Secretary of Labor. PR OSHA

serves a population of over 760,000 private sector workers and over 137, 000 state and local government workers. There is a central administrative office and six area offices for enforcement activities. PR OSHA’s state and local government worker consultation program is funded under the 23(g) grant agreement and its services are provided primarily out of the central office.

In the private sector, PR OSHA covers all employers with the exception of those from the maritime industry (e.g. marine cargo handling, long shoring, shipbuilding, and ship repairing). Employers of the Commonwealth and local government are under PR OSHA’s jurisdiction. The United States Postal Service (USPS), all federal agencies, and military facilities are under OSHA’s jurisdiction.

OSHA safety and health standards are adopted identically by PR OSHA. The regulations and operational systems of the plan are essentially the same as the federal program. A hearing examiner handles review procedures with employer rights of appeal to the district court. The table below presents PR OSHA’s funding history over the past five years:

PR OSHA’s FY 2014-2018 Funding History					
Fiscal Year	Federal Award (\$)	State Plan Match (\$)	100% State Plan Funds (\$)	Total Funding (\$)	Percent of State Plan Contribution
2018	\$2,506,300	\$2,506,300	\$2,955,170	\$7,967,770	68.5%
2017	\$2,506,300	\$2,506,300	\$2,497,206	\$7,509,806	66.6%
2016	\$2,506,300	\$2,506,300	\$2,637,272	\$7,649,872	67.2%
2015	\$2,495,100	\$2,495,100	\$2,665,555	\$7,655,755	67.4%
2014	\$2,480,900	\$2,480,900	\$3,003,444	\$7,965,244	68.8%

In its revised FY 2018 grant application, PR OSHA allocated for 53 enforcement staff and has 42 onboard. In addition, they allocated for 4.50 state and local government worker safety and health consultants and have 1.50 onboard. They also have one whistleblower investigator and .50 compliance assistant specialist onboard.

New Issues

Transition from 23 (g) On-site Consultation Program to 21 (d) On-site Consultation Program

OSHA’s Regional Administrator for Region II received a letter in May 2018, from Ricardo Roselló Nevárez, Governor of Puerto Rico, formally requesting that PR OSHA’s 23 (g) On-site Consultation Program transition to a 21 (d) consultation program. By entering into an agreement with OSHA under 29 CFR 1908 21(d) State Private Employee Plan, the PR Department of Labor would enhance their program and provide additional services to protect the private sector workers in the territory. As of July 1, 2018, jurisdiction for private sector workers was covered by PR OSHA’s 21 (d) On-site Consultation Program.

Maximum Penalty Increase

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 PR OSHA 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 established a two-year cycle for the FAME process. This is a 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 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 (SIR)
- 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 PR OSHA

B. Findings and Observations

This follow-up FAME report contains two findings (continued) and five observations (four continued and one new). Appendix A describes the continued findings and recommendations. Appendix B describes observations and the related federal monitoring plans. Appendix C describes each FY 2017 finding and recommendation, as well as the status of the State Plan's corrective actions in detail.

Completed Findings

There were no completed findings identified in FY 2018.

Continued Findings

Finding FY 2018-01 (FY 2017-01): *Non-Formal Complaint Investigations*

In FY 2016, in the two (100%) non-formal (phone/fax) complaint investigations reviewed, complaint items were not adequately addressed prior to closing the case files.

Status: Proper procedures for addressing non-formal and formal complaints (Chapter 9 of the Field Operations Manual [FOM]) was reinforced with PR OSHA staff. The corrective action has been completed, but a case file review is necessary to gather the facts needed to evaluate progress on this finding. This finding will be a focus of next year's on-site case file review during the FY 2019 comprehensive FAME and remains open, awaiting verification.

Finding FY 2018-02 (FY 2017-02): *Informal Settlements*

In FY 2016, six of 13 (46%) cases where informal conferences were held, the area directors did not request approval from the director of the Bureau of Inspections (BI) for a penalty reduction above 50% as described and required in PR OSHA's FOM.

Status: Proper procedures for addressing the reduction of penalties above 50% (Chapter 8 of the FOM) was reinforced to PR OSHA area directors. The corrective action has been completed, but a case file review is necessary to gather the facts needed to evaluate progress on this finding. This finding will be a focus of next year's on-site case file review during the FY 2019 comprehensive FAME and remains open, awaiting verification.

New FY 2018 Findings

There were no new findings identified in FY 2018.

Closed Observations

There were no closed observations identified in FY 2018.

Continued Observations

Observation FY 2018-OB-01 (FY 2017-OB-01): *Citation Lapse Time*

Citation lapse time was calculated at 61.25 days for safety, which is above the further review level range of 36.96 to 55.44 days. The lapse time for health was 74.86 days, which is above the further review level range of 45.25 to 67.87 days.

Status: Due to the significant impact from Hurricane María in September 2017 (end of FY 2017), the PR OSHA program was unable to conduct normal enforcement operations for the first five months of FY 2018. Although this observation has been open for more than three consecutive years, due to the extenuating circumstances of the natural disasters that PR OSHA experienced, this observation remains open and will be closely monitored by OSHA during the next performance period.

Observation FY 2018-OB-02 (FY 2017-OB-02): *Violation Classification*

In FY 2016, in one of nine (11%) case files reviewed with citations issued, a violation related to general duty clause 6(a)(1): a microbiological contamination citation was issued as an other-than-serious when the related conditions should have been issued as serious.

Status: A case file review is necessary to gather the facts needed to evaluate 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 2018-OB-03 (FY 2017-03): *Informal Conferences*

In FY 2016, in one of the 13 (7.7%) case files reviewed, the informal conference was not held within 15 days.

Status: A case file review is necessary to gather the facts needed to evaluate 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 2018-OB-04 (FY 2017-04): *Consultation Case File Documentation*

The safety and health hazard survey (Form 33) comments section did not provide comments necessary to ensure that the number assigned and description corresponded in two of the eight (25%) consultation case files reviewed in FY 2016.

Status: A case file review is necessary to gather the facts needed to evaluate 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.

New FY 2018 Observations

Observation FY 2018-OB-05: *Safety Percent in-compliance*

In FY 2018, the percent in-compliance (SAMM 9) for safety inspections is 56.68% which is above the three-year national average of 29.90%.

Federal Monitoring Plan: OSHA will continue to monitor this issue utilizing quarterly SAMM reports.

Discussion: The FRL, SAMM 9, 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%. PR OSHA's percent in-compliance for safety is 56.68% which exceeds the FRL. Since this is the first year that this State Plan has significantly exceeded the FRL on SAMM 9, OSHA made this a new observation.

Observation FY 2018-OB-06: *Health Percent in-compliance*

In FY 2018, the percent in-compliance for health inspections is 52.32% also above the three-year national average of 36.10%.

Federal Monitoring Plan: OSHA will continue to monitor this issue utilizing quarterly SAMM reports.

Discussion: The FRL, SAMM 9, for percent in-compliance for health inspections is +/- 20% of the three-year national average of 36.10% which equals a range of 28.88% to 43.32%. PR OSHA's percent in-compliance for health is 52.32% which also exceeds the FRL range. Since this is the first year that this State Plan has significantly exceeded the FRL on SAMM 9, OSHA made this a new observation.

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 PR OSHA's FY 2018 SAMM Report and includes the FRLs for each measure. PR OSHA was outside the FRL on the following SAMMs:

SAMM 7 – Planned v. actual inspections – safety/health:

Discussion of the State Plan data and FRL: The FRL for planned v. actual inspections is +/- 5% of the negotiated number of 920 safety inspections which equals a range of 874 to 960 inspections and 340 health inspections which equals a range of 323 to 357 inspections. The PR OSHA State Plan's safety staff conducted 735 inspections which is substantially lower than the FRL. The health staff conducted 284 inspections which is slightly below the FRL range.

Explanation: PR OSHA's low number of safety and health inspections can be attributed to the lack of enforcement inspections due to the recovery efforts and interventions performed after Hurricane Irma and Maria devastated the island in September 2017.

SAMM 8 – Average Current Penalty per Serious Violation (Private Sector):

Discussion of the State Plan data and FRL: The FRL for average current penalty per serious violation for private sector (1-250+ workers) is +/- 25% of the \$2,603.32 three-year national average which equals a range of \$1,952.49 to \$3,254.15. PR OSHA's average current penalty per serious violation in the private sector (SAMM 8: 1-250+ workers) was \$1,015.56 in FY 2018 and below the FRL.

Explanation: Penalties are one component of effective enforcement. State Plans are required to adopt penalty policies and procedures that are "at least as effective" (ALAE) as those contained in OSHA's FOM (revised on August 2, 2016) to include changes to the penalty structure in Chapter 6 – Penalty and Debt Collection. OSHA will continue to explore ALAE analysis of State Plan penalty structures to include evaluation of average current penalty per serious violation data.

SAMM 10 – Percent of work-related fatalities responded to in one workday:

Discussion of State Plan data and FRL: During FY 2018, four work-related fatalities were reported compared to seven in FY 2017. PR OSHA's one-day response time was 100%.

Explanation: PR OSHA continues to perform well under SAMM 10.

Appendix A – New and Continued Findings and Recommendations

FY 2018 PR OSHA State Plan Follow-up FAME Report

FY 2018-#	Finding	Recommendation	FY 2016-#
FY 2018-01	<p><i>Non-Formal Complaint Investigations</i> In FY 2016, two (100%) non-formal (phone/fax) complaint investigations reviewed, complaint items were not adequately addressed prior to the closing of the case files.*</p>	<p>PR OSHA should ensure all complaint items are addressed using phone/fax procedures and/or assigned for inspection in accordance with PR OSHA’s FOM.</p> <p>Corrective action complete; awaiting verification.</p>	FY 2017-#01 FY 2016-#01 FY 2015-#01
FY 2018-02	<p><i>Informal Settlements</i> In FY 2016, six of 13 (46%) cases where informal conferences were held, the area directors did not request approval from the director of the Bureau of Inspections for a penalty reduction above 50% as describe and required in PR OSHA’s FOM.*</p>	<p>PR OSHA should ensure that area directors request approval from the director of the Bureau of Inspections for a penalty reduction above 50% in accordance with PR OSHA’s FOM.</p> <p>Corrective action complete; awaiting verification.</p>	FY 2017-#02 FY 2016-#02 FY 2015-OB-08

*Note: An on-site case file review is necessary to evaluate progress on this finding. This finding will be a focus during the next comprehensive on-site case file review.

Appendix B – Observations and Federal Monitoring Plans

FY 2018 PR OSHA State Plan Follow-up FAME Report

Observation # FY 2018-OB-#	Observation# FY 2016-OB-#	Observation	Federal Monitoring Plan	Current Status
FY 2018-OB-01	FY 2017-OB-01 FY 2016-OB-01 FY 2015-OB-01 FY 2014-OB-02	<i>Citation Lapse Time</i> Citation lapse time was calculated at 61.25 days for safety, which is above the further review level range of 36.96 to 55.44 days. The lapse time for health was 74.86 days, which is above the further review level range of 45.25 to 67.87 days.	The Region will continue to monitor this issue by utilizing the quarterly SAMM reports.	Continued
FY 2018-OB-02	FY 2017-OB-02 FY 2016-OB-02 FY 2015-OB-05 FY 2014-OB-03	<i>Violation Classification</i> In FY 2016, one of nine (11%) case files reviewed with citations issued, a violation related to general duty clause 6(a)(1): a microbiological contamination citation was issued as an other-than-serious when the related conditions should have been issued as serious.*	In FY 2019, a limited number of case files will be selected randomly and reviewed to determine if this item was addressed.	Continued
FY 2018-OB-03	FY 2017-OB-03 FY 2016-OB-03 FY 2015-OB-08	<i>Informal Conferences</i> In FY 2016, one of the 13 (7.7%) case files reviewed the informal conference was not held within 15 days.*	In FY 2019, a limited number of case files will be selected randomly and reviewed to determine if this item was addressed.	Continued
FY 2018-OB-04	FY 2017-OB-04 FY 2016-OB-04 FY 2015-OB-10 FY 2014-OB-06	<i>Consultation Case File Documentation</i> In FY 2016, the safety and health hazard survey (Form 33) comments section did not provide comments necessary to ensure that the number assigned and description corresponded in two of the eight (25%) consultation case files reviewed.*	In FY 2019, a limited number of case files will be selected randomly and reviewed to determine if this item was addressed.	Continued

*Note: An on-site case file review is necessary to evaluate progress on this observation. This observation will be a focus during the next comprehensive on-site case file review.

Appendix B – Observations Subject to Continued Monitoring

FY 2018 PR OSHA Follow-up FAME Report

Observation # FY 2018-OB-#	Observation# FY 2016-OB-#	Observation	Federal Monitoring Plan	Current Status
FY 2018-OB-05		<p><i>Safety Percent in-compliance</i> In FY 2018, the percent in-compliance (SAMM 9) for safety inspections is 56.68% which is above the three-year national average of 29.90.</p>	The Region will continue to monitor this issue by utilizing the quarterly SAMM reports.	New
FY 2018-OB-06		<p><i>Health Percent in-compliance</i> In FY 2018, the percent in-compliance (SAMM 9) for health inspections is 52.32% which is above the three-year national average of 36.10%.</p>	The Region will continue to monitor this issue by utilizing the quarterly SAMM reports.	New

Appendix C - Status of FY 2017 Findings and Recommendations

FY 2018 PR OSHA State Plan Follow-up FAME Report

FY 2017-#	Finding	Recommendation	State Plan Corrective Action	Completion Date	Current Status and Date
FY 2017-01	<p><i>Non-Formal Complaint Investigations</i> In the two (100%) non-formal (phone/fax) complaint investigations reviewed, complaint items were not adequately addressed prior to closing the case files.</p>	<p>PR OSHA should ensure all complaint items are addressed using phone/fax procedures and/or assigned for inspection in accordance with PR OSHA's Field Operations Manual (FOM).</p>	<p>All area directors were reminded that all complaint items must be adequately addressed. In addition, PR OSHA's Evaluation Division began evaluating this issue during its monthly visits to the area offices. The first round of the evaluation with results should be completed January 2018.</p>	July 21, 2017	Awaiting Verification
FY 2017-02	<p><i>Informal Settlements</i> In six of 13 (46%) cases where informal conferences were held, the area directors did not request approval from the director of the Bureau of Inspections for a penalty reduction above 50% as described and required in PR OSHA's FOM.</p>	<p>PR OSHA should ensure that area directors request approval from the director of the Bureau of Inspections for a penalty reduction above 50% in accordance with PR OSHA's FOM.</p>	<p>The Bureau of Inspections reminded area directors that penalties cannot be reduced more than 50%. If employers request a reduction of more than 50%, the area directors were instructed that the employer will have to contest the case.</p>	July 21, 2017	Awaiting Verification

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

FY 2018 PR OSHA Follow-up FAME Report

U.S. Department of Labor				
Occupational Safety and Health Administration State Plan Activity Mandated Measures (SAMMs)				
State Plan: Puerto Rico - PR OSHA			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)	4.26	5	The further review level is negotiated by OSHA and the State Plan.
1b	Average number of work days to initiate complaint inspections (federal formula)	2.61	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)	0.00	1	The further review level is negotiated by OSHA and the State Plan.
2b	Average number of work days to initiate complaint investigations (federal formula)	0.00	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.
5	Average number of violations per inspection with violations by violation type	SWRU: 1.55	+/- 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: 1.17	+/- 20% of Other: 0.98	
6	Percent of total inspections in state and local government workplaces	29.64%	+/- 5% of 23.81%	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 22.62% to 25.00%.

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

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SAMM Number	SAMM Name	State Plan Data	Further Review Level	Notes
7	Planned v. actual inspections – safety/health	S: 735	+/- 5% of S: 920	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 874 to 960 for safety and from 323 to 357 for health.
		H: 284	+/- 5% of H: 340	
8	Average current serious penalty in private sector - total (1 to greater than 250 workers)	\$1,015.56	+/- 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)	\$556.43	+/- 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)	\$1,282.25	+/- 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)	\$1,348.37	+/- 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)	\$1,743.26	+/- 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.

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SAMM Number	SAMM Name	State Plan Data	Further Review Level	Notes
9	Percent in-compliance	S: 56.68%	+/- 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: 52.32%	+/- 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: 61.25	+/- 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: 74.86	+/- 20% of H: 56.56	
12	Percent penalty retained	65.76%	+/- 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	99.80%	100%	The further review level is fixed for all State Plans.
14	Percent of 11(c) investigations completed within 90 days	29%	100%	The further review level is fixed for all State Plans.
15	Percent of 11(c) complaints that are meritorious	14%	+/- 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%.

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SAMM Number	SAMM Name	State Plan Data	Further Review Level	Notes
16	Average number of calendar days to complete an 11(c) investigation	144	90	The further review level is fixed for all State Plans.
17	Percent of enforcement presence	2.88%	+/- 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%.

NOTE: Fiscal Year 2018 is the third year since the transition from the NCR (OSHA’s legacy data system) began that all State Plan enforcement data has been captured in OSHA’s Information System (OIS). Therefore, the national averages on this report are three-year rolling averages. Unless otherwise noted, the data contained in this Appendix D is pulled from the State Activity Mandated Measures (SAMM) Report in OIS and the State Plan WebIMIS report run on November 13, 2018, as part of OSHA’s official end-of-year data run.



GOBIERNO DE PUERTO RICO

DEPARTAMENTO DEL TRABAJO Y RECURSOS
HUMANOS

PUERTO RICO OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

STATE OSHA ANNUAL REPORT FISCAL YEAR 2018

PUERTO RICO OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION
505 Muñoz Rivera Avenue, Prudencio Rivera Martinez Bldg, 20th Floor, Hato Rey, PR 00918
PO Box 195540 San Juan PR 00919-5540
T 787.754.2172 F 787.767.6051



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

FY 2018 PR OSHA Follow-up FAME Report

STATE OSHA ANNUAL REPORT 2018 PUERTO RICO

INTRODUCTION

The Puerto Rico Occupational Safety and Health Administration established two interdependent and complementary strategic goals to guide the development of its activities, and achieve its vision.

PR OSHA's two strategic goals are:

- ▶ To improve workplace safety and health for all employees, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses, and fatalities.
- ▶ To change workplace culture, increase employer and employee's awareness of commitment and involvement in safety and health.

The strategic, outcome, and performance goals discussed below will provide a performance assessment of the PR OSHA's program and its accomplishments for FY 2018.

PR OSHA PROGRESS TOWARD STRATEGIC PLAN ACCOMPLISHMENT

Our assessment of the progress obtained at the beginning of Fiscal Year 2018 reflects improvements of our annual performance goals.

The Program has complied with our mandated activities.

PR OSHA's Strategic Goal 1

Annual Performance Goal 1.1.1A

As stated in our Annual Performance Goal 1.1.1A for FY2018, we focused on the Local Emphasis Program on Amputations (NAICS Code 311, 322, 326, 327, 335, 451, 452, 445 and 722), using different strategic tools and activities.

PR OSHA Instruction CPL 003 LEP for Amputations, which targeted the Local Emphasis Program on Amputations (NAICS Code 311, 322, 326, 327, 335, 451, 452, 445 and 722) with was issued on October 1, 2016. This instruction describes the policies and procedures to implement a Local Emphasis Program for the programmed health inspections for the establishments that are targeted with the Amputations LEP (NAICS Code 311, 322, 326, 327, 335, 451, 452, 445 and 722) in accordance with the provisions of the Field Operations Manual (FOM), Chapter II, Program Planning.

The Bureau of Inspections (hence forth BI) identified three hundred eighty-four (384) establishments to which the LEP Directive would apply during the five-year strategic period. There was a balance of three hundred fifty-three (353) establishments to be inspected in Fiscal Year 2018. The BI conducted eighty-six (86) inspections and there remain two hundred sixty-seven (267)

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establishments that were not inspected. As a result of these eighty six (86) inspections, a total of two hundred twenty five (225) violations were issued and classified as follows: one hundred thirty nine (139) serious violations and eighty six (86) other than serious violations. We are concluding the LEP.

Baseline:

NAICS 311, 322, 326, 327, 335, 451, 452, 445 and 722: FY 2016 data evaluated from OSHA 300's of year 2016, we obtained a TRC Rate = 5.0

During FY2018, twelve (12) employers from the Local Emphasis Program on Amputations requested an onsite consultation visits by the Voluntary Programs Division. One hundred five (105) hazards were identified and reported to the employer. Three hundred twenty five (325) employees were impacted.

The On-site Consultation Program provided support to this goal by delivering three (3) training sessions about amputation prevention delivered in Caguas and Ponce in April 25, June 13 and June 19, 2018 covering forty-nine (49) employers and employees who were trained on the following topics:

- OSHA Act
- Machine Guarding
- Electrical Hazards
- Hand and Power Tools
- Personal Protective Equipment
- Safety and Health Program and Worker Involvement in Safety and Health Matters

Two hundred fifty-six (256) CDs and or informational booklets were provided to participants and employers during these conferences and consultations.

Annual Performance Goal 1.1.1B

As stated in our Annual Performance Goal 1.1.1B for FY 2018, we focused on the Retail Industry (NAICS 445120, 448110, 448120, 448130, 448140, 448150, 448190, 442110, 453930, 453998, 452210, 452311 and 452319) using different strategic tools and activities.

PR OSHA Instruction CPL 002, which targeted the Retail Industry (NAICS 445120, 448110, 448120, 448130, 448140, 448150, 448190, 442110, 453930, 453998, 452210, 452311 and 452319, was issued on October 19, 2016. This instruction describes the policies and procedures to implement a Local Emphasis Program for the programmed safety inspections for the Retail Industry in accordance with the provisions of the Field Operations Manual (FOM), Chapter II, Program Planning.

The Bureau of Inspections identified Nine hundred fifty-seven (957) establishments to which the LEP Directive would apply during the five-year strategic period. During fiscal 2018 year there were six hundred twenty seven (627) establishments to be inspected. For FY2018 the BI conducted eighteen (18) inspections and there remain six hundred nine (609) establishments. As a result of these inspections, a total of forty six (46) violations were issued and classified as follows: fifteen

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(15) serious violations, thirty one (31) other than serious none (0) failure to abate violations related to hazards associated with the LEP.

Base Line from Year 2016 OSHA 300 Log, the TRC Rate = 2.55

During FY2018, five (5) employers of the specific NAICS Retail Industry requested onsite consultations visits by the On-site Consultation Program. This was one of the private sector industries with the highest losses after Hurricanes Irma and Maria, many retail establishments suffered catastrophic structural and material losses plus the lack of power and water for a very prolonged period contributed to the closing of many of these businesses. Thirty-five (35) serious, four (4) other than serious and one (1) regulatory hazard were identified and reported to the employers. One hundred twelve (112) employees were impacted.

The On-Site Consultation Program provided support to this goal by delivering one (1) formal open training session for the Retail Industry this fiscal year. Twenty-nine (29) employees and employers were trained on the following topics:

- OSHA Act
- Safety and Health in the Retail Industry
- Walking/working surfaces
- Electrical hazards
- Hazard Communication
- Bloodborne Pathogens
- Flammable liquids
- PPE
- Heat stress/stroke
- Workplace Violence
- Recordkeeping Requirements (OSHA 300's)
- Safety and Health Program and Worker Involvement in Safety and Health Matters

One hundred forty-one (141) CD's and or informational booklets were provided to employers and employees during conferences, consultation services and orientation office visits.

Annual Performance Goal 1.1.1C

As stated in our Annual Performance Goal 1.1.1C for FY 2018, we focused on Hazardous Public Activities for Mobile Crews (NAICS 561 and 562) using different strategic tools and activities.

PR OSHA Instruction CPL 001, which targeted the Hazardous Public Activities for Mobile Crews (NAICS 561 and 562), was issued on October 1, 2016. This instruction describes the policies and procedures to implement a Local Emphasis Program for the programmed safety and health inspections for Hazardous Public Activities for Mobile Crews in accordance with the provisions of the Field Operations Manual (FOM), Chapter II, Program Planning.

The Bureau of Inspections identified one hundred and four (104) establishments to which the LEP Directive would apply during the five (5) year strategic period. During FY 2018 there was a balance

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of ninety-two (92) establishments to be inspected. The BI conducted eight (8) inspections at eighty-four (84) establishments. As a result of these inspections, a total of eighteen (18) violations were issued and classified as follows: fourteen (14) serious violations and four (4) other than serious violations.

Baseline:

NAICS 5617, 2373, 2371, 2382 and 5621: FY 2017 data evaluated from OSHA 300's of year 2016 we obtained a TRC rate = 5.28

During FY2018, seven (7) employers for the specific NAICS in the Mobile Crews Industry requested onsite consultations visits by the On Site Consultation Program. Fourteen (14) serious and two (2) regulatory hazards were identified and reported to the employers. Three hundred eighty-five (385) employees were impacted.

The On Site Consultation Program provided support to this goal by delivering one (1) open training session about Safety and Health for Mobile Crews delivered in San Juan on April 11, 2018. Twenty-seven (27) employers and employees were trained on the following topics:

- OSHA Act
- Safety and Health for Mobile Crews
 - Traffic Control devices
 - Signals
 - Work zones
- Personal Protective Equipment
- Safety and Health Program and Worker Involvement in Safety and Health Matters

One hundred seventy (170) CD's and or informational booklets were provided to employers and employees during conferences, consultation services and orientation office visits.

Annual Performance Goal 1.1.2

During FY2018 the BI conducted one hundred thirty-seven (137) construction inspections, which breakdown as follows: seventy-one (71) programmed planned safety inspections and sixty six (66) unprogrammed inspections, distributed in sixty five (65) safety inspection and one (1) health inspection.

During FY 2018 we investigated four (4) fatalities in the construction industry; four (4) were related to the four (4) leading causes: zero (0) struck-by, four (4) electrocutions. As a result of the four (4) fatalities investigated three (3) citations were issued related to the four leading causes.

It is important to note that the number of employees in the construction industry augmented considerably after the hurricane disaster, so the number of 21, 279 employees for construction in FY 2018, does not reflect the real numbers we have working at this moment in FY2019. We also must count that three (3) of the four (4) fatalities were employees working on the recovery after the hurricanes.

In FY 2018 the fatality rate was 1.88

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Note: The workforce in the construction industry for this period was 21,279 employees. The baseline for FY 2018 for the fatality rate was 1.88 per 10,000 employees.

During FY2018, the On-Site Consultation Program conducted sixty-five (65) onsite consultation visits in the construction industry, resulting in one hundred twenty-nine (129) hazards identified and reported to the employers. Ninety-four (94) of the one hundred twenty-nine (129) hazards identified were related to the four (4) leading causes of fatalities in construction.

As part of our continuing effort to control the fatalities related to the four (4) leading causes in the construction industry, the On-Site Consultation Program offered two (2) 10-hour OSHA in the construction industry courses during the months of March and April 2018, where forty-five (45) employers/employees were trained.

Also, sixty-two (62) outreach training activities focusing on the four leading causes of accidents in construction were offered throughout the island during the months of May and June 2018. Three thousand six hundred and forty (3,640) employees were trained as part of the ongoing effort to prevent occupational deaths in the construction industry during the recovery efforts after Hurricanes Irma and María.

In addition, the On-Site Consultation Program continued with the “Door to Door in Construction” initiative to promote safety and health on-site consultation visits in construction projects throughout the island. The general contractors accepting to participate in this initiative agree to abate all the hazards identified, improve their safety and health program, and receive an onsite consultation visit at least every three months. A banner concept will be posted in a conspicuous place in the project, which reads as follows: “Construyendo con Seguridad” (Building Safely).

The participation of seven (7) new sites were approved during FY2018:

Date	Company Name	Project Name
11/01/2017	F&R Construction	ESJ Isla Verde
11/01/2017	F&R Construction	Puerta de Tierra Revitalization San Juan
11/14/2017	F&R Construction	Sea View Residences San Juan
3/26/2018	Distric Live	PR Convention Center San Juan
5/23/2018	CIC Construction	UPR Molecular BLDG San Juan
9/19/2018	CIC Construction	St. Regis Ocean Drive Río Grande
9/21/2018	Walsh Construction	FBI Building San Juan

Three thousand seven hundred fifty (3,750) booklets on Safety and Health in the Construction Industry were provided to employers/employees.

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PR OSHA's Strategic Goal 2

Annual Performance Goal 2.1.1A

The Annual Performance Goal 2.1.1A for FY 2018 was to achieve 85% of the targeted employers in general industry that received an inspection and implemented a Safety and Health Program or improved their existing program. Of a total of five hundred ninety-two (592) inspections in General Industry, five hundred three (503) establishments implemented a Safety and Health Program or improved their existing program.

Through these comprehensive inspections, the Bureau of Inspections reached 85% of the targeted employers in General industry that received an inspection.

Six (6) booklets were requested by visitors: two (2) employers. One thousand four hundred twenty (1,420) CD's and/or pamphlets were provided to participants in conference.

Annual Performance Goal 2.1.1B

During FY2018 the On-Site Consultation Program conducted seventy-four (74) on site consultation visits to employers in general industry. All these employer's Safety and Health Programs were thoroughly reviewed and recommendations on how to improve the program were given. 100% of the employers targeted by the on-site consultation visits developed or improved their safety and health program.

Four (4) formal training sessions on how to develop or improve an Effective Safety and Health Program and Worker Involvement in Safety and Health Matters were delivered on May, June and August 2018. One hundred thirty-one (131) employers and employees were trained.

During FY2018 four thousand twenty (4,020) informational booklets on how to develop and implement effective Safety and Health Program and Worker Involvement in Safety and Health Matters were given out to employers and employees during conferences, outreach trainings, on site consultation visits and office visits.

Annual Performance Goal 2.2.2A

The Annual Performance Goal 2.2.2A was developed to provide training to employers and workers on the skills necessary for effective worker involvement in safety and health matters in inspections related to amputations in the targeted industries.

The Bureau of Inspections conducted eighty-six (86) inspections, of which all provided training to employers and workers, for 100%. As it arises from the evaluation of the Annual Performance Plan, a baseline of 91% has been established in inspections related to amputations in the targeted industries where employers and workers received training on the skills necessary for effective worker involvement in safety and health matters.

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During FY2018, twelve (12) employers from the Local Emphasis Program on Amputations requested onsite consultation visits by the Voluntary Programs Division. 100% of the employers were trained on the skills necessary for effective worker involvement in safety and health matters.

In addition, three (3) training sessions about Amputation Prevention were delivered in Caguas and Ponce in April 25, June 13 and June 19, 2018 covering forty-nine (49) employers and employees who were trained on the following topics:

- OSHA Act
- Machine Guarding
- Electrical Hazards
- Hand and Power Tools
- Personal Protective Equipment
- Safety and Health Program and Worker Involvement in Safety and Health Matters

Annual Performance Goal 2.2.2B

The Annual Performance Goal 2.2.2B was developed to provide training to employers and workers on the skills necessary for effective worker involvement in safety and health matters in Retail Industries.

The Bureau of Inspections conducted eighteen (18) inspections, of which eighteen (18) provided training to employers and workers, for 100%. As it arises from the evaluation of the Annual Performance Plan, a baseline of 91% has been established in inspections related to Retail Industry in the targeted industries where employers and workers received training on the skills necessary for effective worker involvement in safety and health matters.

During FY2018, five (5) employers of the specific NAICS Retail Industry requested onsite consultations visits by the On Site Consultation Program. 100% of the employers were trained on the skills necessary for effective worker involvement in safety and health matters.

In addition, one (1) formal open training session for the Retail Industry this fiscal year was delivered. Twenty-nine (29) employees and employers were trained on the following topics:

- OSHA Act
- Safety and Health in the Retail Industry
 - Walking/working surfaces
 - Electrical hazards
 - Hazard Communication
 - Bloodborne Pathogens
 - Flammable liquids
 - PPE
 - Heat stress/stroke
 - Workplace Violence
- Recordkeeping Requirements (OSHA 300's)
- Safety and Health Program and Worker Involvement in Safety and Health Matters

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Annual Performance Goal 2.2.2C

The Annual Performance Goal 2.2.2C was developed to provide training to employers and workers on the skills necessary for effective worker involvement in safety and health matters in the Hazardous Public Activities for Mobile Crews.

As a result of the eight (8) inspections conducted during this period, eight (8) trainings were offered to employers and workers. This represent a 100%, this goal was reached and exceeded from baseline. As it arises from the evaluation of the Annual Performance Plan, a baseline of 91% has been established in inspections related to Mobile Crews in the targeted industries where employers and workers received training on the skills necessary for effective worker involvement in safety and health matters.

During FY2018, seven (7) employers of the specific NAICS in the Mobile Crews Industry requested onsite consultations visits by the On-Site Consultation Program 100% of the employers were trained on the skills necessary for effective worker involvement in safety and health matters.

In addition, the On Site Consultation Program delivered one (1) open training session about Safety and Health for Mobile Crews in San Juan on April 11, 2018. Twenty-seven (27) employers and employees were trained on the following topics:

- OSHA Act
- Safety and Health for Mobile Crews
 - Traffic Control devices
 - Signals
 - Work zones
- Personal Protective Equipment
- Safety and Health Program and Worker Involvement in Safety and Health Matters

Annual Performance Goal 2.3.1

As stated in the Annual Performance Goal 2.3.1 for Fiscal Year 2018, the Voluntary Programs Division developed and disseminated occupational safety and health training and reference materials to 100% of the workplaces identified in the Dental Industry: NAICS 621210 via innovative approaches, such as outreach, training, seminars and relationship-building with Trade and Business Associations.

After Hurricanes Irma and María many Dental Offices (NAICS 621210) remained closed due to structural damage and water and power outages. Although educational material was developed during the previous FY, for FY 2018 the distribution of this material was very difficult as most of the outreach, training, seminars and Trade and Business Associations activities were cancelled.

The On-site Consultation Program conducted two (2) onsite consultation visits in the Dentist Office Industries (one follow-up and one SHARP reevaluation). No serious hazards were identified during these visits.

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The Training activities previously scheduled were cancelled due to the lack of interest from this group. In the future, further strategies will be developed in order to captivate and motivate members of this High Hazard industry.

Assessment of State Performance of Mandated Activities

During 2018, the Bureau of Inspections conducted a total of one thousand twenty-two (1,022) inspections which breakdown as follows:

Safety Inspections

During 2018, the Bureau of Inspections carried out seven hundred thirty seven (737) safety inspections, which breakdown as follows: one hundred ninety-three (193) programmed inspections, one hundred forty five (145) planned, thirty three (33) programmed-related and fifteen (15) programmed other, five hundred forty four (544) unprogrammed inspections, fourteen (14) fatality/catastrophe investigations, two (2) accident investigations, one hundred twenty (120) complaints, three thirty one (331) referrals, ten (10) referral-employer reported, none (0) follow-ups, sixty four (64) unprogrammed-related and three (3) unprogrammed other. During this period, seven hundred sixty-four (764) citations were issued we proposed \$970,281.00 in penalties for safety inspections.

Health Inspections

We also carried out two hundred eighty-five (285) health inspections, which breakdown as follows: none (0) programmed inspections, none (0) planned, none (0) programed other and none (0) programmed-related, and two hundred eighty-five (285) unprogrammed inspections, two hundred four (204) complaints, forty seven (47) referrals, two (2) follow-up, one (1) accident and twenty nine (29) unprogrammed-related and two (2) unprogrammed other. During this period, three hundred seventy-two (372) citations were issued with a proposed penalty of \$545,048.00 for health inspections.

Bureau of Inspections Activities – Planned vs. Actual

For FY 2018, the Bureau of Inspections projected one thousand two hundred sixty (1,260) inspections. These inspections were projected as follows: seven hundred seventy (770) in the private sector and one hundred fifty (150) in the public sector, for a total of nine hundred twenty (920) safety inspections. Also, PR OSHA projected three hundred forty (340) health inspections: one hundred ninety (190) in the private sector and one hundred fifty (150) in the public sector.

The Bureau of Inspections conducted a total one thousand twenty-two (1,022) inspections. These inspections were conducted as follows: seven hundred thirty-seven (737) safety inspections; five hundred ninety-two (592) in the private sector and one hundred forty five (145) in the public sector. As to health inspections, PR OSHA conducted two hundred eighty-five (285) inspections; one hundred twenty-seven (127) in the private sector and one hundred fifty-eight (158) in the public sector.

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The total number of inspections conducted during FY 2018 was below the projected by two hundred thirty-eight (238) inspections. PR OSHA did not reach this goal by 19%, it is important to note that PR OSHA numbers were affected by Hurricane Irma and Maria.

Also of significant importance is that during the period of October 1, 2017 thru January 31, 2018 the Bureau of Inspections performed a total of one thousand three (1,003) interventions, reaching eight thousand eight hundred ninety-four (8,894) employees, and four hundred thirty-two (432) employees were removed from hazards.

Discrimination Program

During FY 2018, The BI received fifteen (15) cases. The evaluation and results of those cases breakdown as follow: one (1) were merit cases, two (2) cases were withdrawn, eight (8) were closed at the administrative level, three (3) were dismissed and one (1) case a settlement agreement was reached. Four (4) discrimination cases were not completed within the established timeframe of ninety (90) days, for an achievement of 73% of completion within the 90 days.

The Evaluation Division

The Evaluation Division performed the following audits, monitoring and evaluations activities during FY 2018:

November 2017– Report of the achievements of PR OSHA program in FY 2017 for the PR Secretary of Labor.

November 2017- Accompanied Visit evaluation report Mayagüez Area Office CSHO F7892.

November 2017- VPP Evaluation Report.

January 2018- Report of accidents & fatalities related to Hurricanes Irma and Maria.

February 2018- Report for Accompanied visit Consult E5835

February 2018- Report for Accompanied visit San Juan Area Office V4411.

March 2018- Report evaluation for complaint received by email for the following Area Office Arecibo, Carolina and Mayagüez.

September 2018- Report CFR of the Accompanied Visit in Mayagüez Area office CSHO F7892.

September 2018- Report CFR evaluation of the hygiene cases FY 2017.

The Evaluation Division sent reports with the findings and recommendations to the Assistant Secretary, Bureau of Enforcement Director, the Area Directors and the Director of PR OSHA Consultation Division for their respective audits, special study, case file review and evaluation

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activities.

Alliance Program

PR OSHA continues to work with AIREKO and the Mexican Consulate in its efforts to continue improving the Cooperative program. Two new alliances were signed with “Centro Unido de Detallistas” and Sustainable Workplace Alliance.

Through these Alliances we expect to provide employees and employers with information, guidance, and training sessions that will help employers to protect employees.

On-site Consultation and Off-site Assistance

PR OSHA’s On-site Consultation Program transitioned to a 21(d) Program in July 2018. Previously functioning as a 23(g) Program, PR OSHA initiated the formal request for transition with a letter from Ricardo Roselló Nevárez, Governor of Puerto Rico to OSHA’s Regional Administrator, Robert D. Kulick on May 3, 2018. Upon receipt of the request, Management of the PR OSHA Program worked closely and tirelessly with Region II and the National Office in order to obtain the approval of the 21(d) Consultation Program application.

PR OSHA On-site Consultation Program under the 21(d) Program began on July 1, 2018. As of September 30, 2018, the On-site Consultation Program conducted one hundred forty one (141) on-site consultation visits: eighty-one (81) safety (4 in the public sector and 77 in the private sector), twenty-four (24) health (5 in the public sector and 19 in the private sector), thirty-one (31) both (30 in the private sector and 1 in the public sector), five (5) follow-ups (all in the private sector) and 0 training and assistance visits.

In addition, consultation division performed over one hundred (100) informal interventions to recovery crews around the island, and sixty-two formal (62) interventions were performed to government establishments following the aftermath of the hurricanes. Sixty-two (62) Compliance Assistance Outreach activities training were offered to employees in the hazards associated with construction activities. We performed five (5) Outreach (Exhibits/Booths) activities that took place during this quarter.

Also, the On-site Consultation Program provided over-the-phone and on-site assistance or orientations to employers and employees on safety and health matters. During this fiscal year the following services were provided:

- 93 employers/employees were assisted per telephone and 106 employers/employees were assisted per office visits.

SHARP

During FY 2018, the participation for a second, third or fourth two-year or three-year term in the SHARP was approved for the following sites:

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IBG Orthodontic, 9/06/2018

Laboratorio Clinico Gaudier, 11/30/2017

One SHARP retired its participation: Laboratorio Clinico Rincón

Door to Door in Construction Industry

During this Fiscal Year we continued with this initiative. Our goal is to promote safety and health through island wide on-site consultation visits to construction projects. Those general contractors accepting to participate in this initiative agree to abate all the hazards identified, improve their safety and health program, and receive quarterly on-site consultation visits. During this Fiscal Year, seven (7) new construction projects were accepted in this initiative.

Voluntary Protection Programs

During FY 2018, three (3) sites were re-evaluated for continuing participation at the Guanín level:

- Pfizer Consumer Products, Guayama – March 2017
- Stryker Puerto Rico, Ltd, Arroyo – June, 2017
- Honeywell Aerospace, Aguadilla – May, 2018

At present, all twelve (11) sites approved in the VPP are in the Guanín level. The VPP sites are:

1. Honeywell Aerospace – Aguadilla
2. Industrial C&S of PR LLC – Vega Alta
3. Industrial C&S of PR LLC -Arecibo
4. Industrial C&S of PR LLC – Humacao
5. Industrial C&S of PR LLC – Vieques
6. GE International of Puerto Rico – Añasco
7. Pfizer Consumer Healthcare – Guayama
8. Veolia ES Technical Solutions, LLC – Gurabo
9. Stryker Puerto Rico, Ltd – Arroyo
10. Pfizer Global Manufacturing – Vega Baja
11. Hamilton Sundstrand – Santa Isabel

External Training and Education

As of September 30, 2018, seventy-five (75) training and conference sessions were provided: Sixty-five (65) were delivered at different workplaces and ten (10) were addressed to employers, employees and general public in Hato Rey and Ponce.

The total participation for the seventy-five (75) trainings and conference sessions delivered in different workplaces, including universities and schools were as follows: two thousand two hundred eighty-seven (2,287) employer representatives, employees, students and general public.

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Other Outreach Training “Tu Hogar Renace Initiative”, training for construction crews working in the recuperation efforts after Hurricane Irma and Maria, included sixty-two (62) training activities around the island where three thousand six hundred and forty (3,640) employees were informed about the four (4) most common hazards in construction.

In addition, four (4) formal Outreach Training Sessions in General Industry and Construction were offered during this fiscal year. Ninety-seven (97) employers/employees were formally trained in General Industry and Construction.

Puerto Rico OSHA On Site Consultation Program Activities – Planned vs. Actual

The On-Site Consultation Program conducted one hundred forty-one (141) on-site consultation visits, including those for SHARP and Door to Door recognitions; delivered training sessions and promotion of safety and health in different types of activities; and conducted one (1) VPP reevaluation for participating sites.

For FY2018, the On-Site Consultation Program projected two hundred one (201) on-site consultation visits: one hundred thirty-five (135) safety consultations and sixty-six (66) health consultations. The on-site consultation visits projection breakdown was as follows: one hundred eighty-one (181) in the private sector (one hundred twenty-five (125) safety and fifty six (56) health), and twenty (20) in the public sector (ten (10) safety and ten (10) health).

For FY 2018 the On-Site Consultation Program did not reach the benchmark. Due to Hurricanes Irma and María in September 2017 (end of FY 2017), the first five (5) months of FY2018 were dedicated to recovery efforts and friendly interventions. Even so, one hundred forty-one (141) On Site consultation visits were performed. The On-site Consultation Program achieved 70% of the benchmark established. As of September 30, 2018, one hundred forty one (141) on-site consultation visits were performed: eighty-one (81) safety (4 in the public sector and 77 in the private sector), twenty-four (24) health (5 in the public sector and 19 in the private sector), thirty-one (31) both (1 in the public sector and 30 in the private sector) and five (5) follow-ups (all private sector).

Division of Technical Assistance

Standard adopted by the Program:

- None

Standard adopted by the Program (Not required):

- None

Administrative Regulation:

- None

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Regulation adopted by the Program:

- None

OSHA Instruction Required:

- None

OSHA Instruction Not Required

- None

Local PR OSHA Instructions:

- PR OSHA Catastrophic Incidents
- PR OSHA OIS Processing

Variances

- None

State Supplement

- None

Standard translated and filed in the Department of State:

- None

Training and Education:

- November 2017 - CPL 02-01-058 Enforcement Procedures and Scheduling for Occupational Exposure to Workplace Violence.
- December 2017 – 2350 Expanded Health Standards, brought to Puerto Rico with OTI Instructors.
- May 2018 – Training to Bureau of Inspection CSHO's in the changes to the Silica Standard
- June 2018 – Changes for the New Operating System for new computers, done in the UMET University at Cupey Campus.
- June 2018 – Course 3300 Hazard Analysis in the Chemical Processing Industries, this course was brought to Puerto Rico with OTI Instructors.
- August 2018 - Changes for the Beryllium Standard, provided to all Bureau of Inspections CSHO's.
- 12/4 to 5/2018 – 2 CSHO's were attending OSHA TI for the 1530 Course

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Review Procedures - FY 2018 (October 1, 2017 - September 30, 2018)

The Legal Division received seventy-eight (78) contested cases on FY2018. Seventy eight (78) out of seventy eight (78) cases were closed with Hearing Examiner Resolutions as follows: forty four (44) hearing with stipulated agreement, four (4) cases closed with hearing examiner resolution, six (6) dismissed, seven (7) discharged and seventeen (17) pending the Secretary notification. The remaining none (0) cases are under legal analysis.

Penalty Collection	
Cases received for collection until September 30, 2017	37
Outstanding cases in September 2017	115
Cases collected from October 2017 through September 2018	29
Penalties Collected	\$ 23,400.00
Uncollectible Cases	62
Uncollectible Penalties	\$11,315.00
Outstanding Cases, includes public debt	115
Outstanding Penalty Amount, includes public debt	\$438,591.00
Total Closed Cases (Received during the fiscal year and previous years): 181	218

Note: 1. The figures in the table include uncontested cases referred for direct collection of payment, and contested cases with adjudicated penalty.

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State OSHA Annual Report: State Results Summary Chart			
Strategic Goal:	To Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses, and fatalities.		
Performance Goal: 1.1.1A	To reduce one of the most prevalent injuries/illnesses by focusing on those industries and occupations that cause the most injuries/illnesses and pose the greatest risk to workers in with industries that are targeted as having high amputation hazards (NAICS 311, 322, 326, 451, 452, 445 and 722).		
Performance Indicator Type	Indicator	Results	Comments
Activity Measures	Indicator 1 - Number of inspections conducted in FY 2018	Eighty-six (86) establishments were inspected in FY 2018.	86 inspections conducted during FY2018.
	Indicator 2 - Number of inspections under LEP to be conducted.	353 – 86 = 267 inspections to be performed for the next four (3) years.	Three hundred eighty four (384) establishments scheduled for inspection in the Five-year Strategic Plan.
	Indicator 3 - Number of most common violations in the targeted industries with high amputation hazards	Two hundred twenty-five (225) violations related to industries with high amputation hazards were issued.	One hundred thirty-nine (139) serious and eighty six (86) other.
	Indicator 4 – Number of Compliance assistance provided	None were provided.	
	Indicator 5 -Number of on-site visits (Number of technical assistance activities.)	The Voluntary Programs Division conducted twelve (12) onsite consultation visits in the industries targeted for high hazard in amputation.	One hundred five (105) hazards were identified and notified to the employer. Three hundred twenty five (325) employees impacted.
	Indicator 6- Number of offsite assistance	No offsite assistance was requested.	
	Indicator 7 - Number of training sessions conducted	Three (3) close training session about Amputation Prevention were delivered in Caguas and Ponce in April 25, June 13 and June 19, 2018 <ul style="list-style-type: none"> • OSHA ACT Hand and Power Tools • Guidelines for implementing a Safety and Health Program and Workers Involvement in Safety and Health Matters 	Participants: 49 employers and employees.
	Indicator 8- Number of materials disseminated	Two hundred fifty-six (256) were provided to participants and employers in conferences and consultations.	
Primary Outcome Measures	Baseline established in 2017 with 2016 Data: Indicator 1-TRC Rate	2016 TRC Rate = 5.0	FY 2018 Rate reduction: NAICS Included on LEP (OSHA 300): 5.0 FY 2016

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State OSHA Annual Report: State Results Summary Chart			
Strategic Goal:	To Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses, and fatalities.		
Performance Goal: 1.1.1B	To reduce one of the most prevalent injuries/illnesses by focusing on those industries and occupations that causes the most injuries/ illnesses and pose the greatest risk to workers in the Retail (NAICS 445120, 448110, 448120, 448130, 448140, 448150, 448190, 442110, 45930, 453998, 452210, 452311 and 452319).		
Performance Indicator Type	Indicator	Results	Comments
Activity Measures	Indicator 1 - Number of inspections conducted FY2018	Eighteen (18) inspections were conducted for FY2018.	18 inspections conducted on FY2018
	Indicator 2 - Number of inspections under LEP to be conducted.	627 – 18 = 609 inspections to be conducted in the next four (3) years. This LEP was substituted by Gasoline Service Sta. LEP for FY19.	Six hundred- nine (609) establishments scheduled for inspection in the Five-year Strategic Plan.
	Indicator 3 - Number of most common violations in the Emergency Room Industries	Forty six (46) violations were issued related to the Retail Industry.	Fifteen (15) serious, thirty-one (31) other than serious.
	Indicator 4 – Number of Compliance assistance provided	None were requested	
	Indicator 5 -Number of on-site visits (Number of technical assistance activities.)	The Voluntary Programs Division conducted five (5) onsite consultation visits in the Retail.	35 serious hazards and 4 other than were identified and notified to the employers. 112 employees were impacted.
	Indicator 6- Number of offsite assistance	No offsite assistance was requested.	
	Indicator 7 - Number of training sessions conducted	One (1) open training session of Safety and Health for the Retail Industry delivered this year. <ul style="list-style-type: none"> • OSHA Act • Safety and Health in the Retail Industry • Walking/working surfaces • Electrical hazards • Hazard Communication • PPE • Workplace Violence • Recordkeeping Requirements (OSHA 300's) • Safety and Health Program and Worker Involvement in Safety and Health Matters 	Participants: Twenty-nine (29) employers and employees.
	Indicator 8- Number of materials disseminated	One hundred forty-one (141) CD's disks were provided to participants in conference.	

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State OSHA Annual Report: State Results Summary Chart			
Strategic Goal:		To Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses, and fatalities.	
Performance Goal:		To reduce one of the most prevalent injuries/illnesses by focusing on those industries and occupations that causes the most injuries/ illnesses and pose the greatest risk to workers in the	
1.1.1B		Retail (NAICS 445120, 448110, 448120, 448130, 448140, 448150, 448190, 442110, 45930, 453998, 452210, 452311 and 452319).	
Performance Indicator Type	Indicator	Results	Comments
Intermediate Outcome Measures	Indicator 1 - Number of programmed inspections resulting in the identification of targeted hazards	Eighteen (18) inspections with identification on targeted hazards	Forty-six (46) violations were issued; fifteen (15) serious violations, thirty-one (31) other violations
	Indicator 2 – Number of the most common injuries/illnesses in targeted industry.		OSHA 300 - 2016
	Indicator 3 – Number of on-site visits resulting in the identification of targeted hazards	The Voluntary Programs Division conducted five (5) onsite consultation visits for Industries included in the Retail LEP.	Thirty five (35) serious hazards and four (4) other than serious hazards were identified and notified to the employer.
	Indicator 4- Number of compliance assistance provided	None were requested	
Primary Outcome Measures	Baseline will be established in 2017 with 2016 Data: Indicator 1-TRC Rate = 2.55	2016 - TRC Rate (OSHA 300): 2.55	

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State OSHA Annual Report: State Results Summary Chart			
Strategic Goal:	To Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses, and fatalities.		
Performance Goal:	To reduce one of the most prevalent injuries/illnesses by focusing on those industries and occupations that causes the most injuries/ illnesses and pose the greatest risk to workers in the Hazardous Public Activities for Mobile Crews (NAICS 5617, 2373, 2371, 2382 and 5621)		
1.1.1C			
Performance Indicator Type	Indicator	Results	Comments
Activity Measures	Indicator 1 - Number of inspections conducted FY2018	Eight (8) inspections were conducted in FY 2018.	Eight (8) inspections conducted
	Indicator 2 - Number of inspections under LEP to be conducted	92-8 = 84 inspections to be conducted during the next three (3) years.	Eighty-four (84) establishments scheduled for inspection in the Five-year Strategic Plan.
	Indicator 3 - Number of most common violations in the Emergency Room Industries	Eighteen (18) violations were issued related to Hazardous Public Activities for Mobile Crews.	The violations were classified as follows: Fourteen (14) serious and four (4) other.
	Indicator 4 – Number of Compliance assistance provided	None were requested	
	Indicator 5 -Number of on-site visits Number of technical assistance activities.)	Seven (7) employers of the specific NAICS in the Mobile Crews Industry requested onsite consultations visits	Fourteen (14) serious hazards and 2 regulatory hazards were identified and reported to the employers. Three hundred eighty five (385) employees were impacted.
	Indicator 6- Number of offsite assistance	No offsite assistance was requested.	
	Indicator 7 - Number of training sessions conducted	One (1) open training sessions about Safety and Health for Mobile Crews <ul style="list-style-type: none"> • OSHA Act • Safety and Health for Mobile Crews <ul style="list-style-type: none"> o Traffic Control devices o Signals o Work zones • Personal Protective Equipment • Safety and Health Program and Worker Involvement in Safety and Health Matters 	Participation was as follows: 27 employers and employees
	Indicator 8- Number of materials disseminated	Three hundred seventy (170) CD's disks were provided to participants in conference.	

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State OSHA Annual Report: State Results Summary Chart			
Strategic Goal:		To Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses, and fatalities.	
Performance Goal:		To reduce one of the most prevalent injuries/illnesses by focusing on those industries and occupations that causes the most injuries/ illnesses and pose the greatest risk to workers in the Hazardous Public Activities for Mobile Crews (NAICS 5617, 2373, 2371, 2382 and 5621)	
1.1.1C			
Performance Indicator Type	Indicator	Results	Comments
Intermediate Outcome Measures	Indicator 1 - Number of programmed inspections resulting in the identification of targeted hazards	Eight (8) inspections were conducted.	Eighteen (18) violations were issued and were classified as follows: Fourteen (14) serious and four (4) other.
	Indicator 2 – Number of the most common injuries/illnesses in targeted industry. identified		OSHA 300 – 2016
	Indicator 3 – Number of on-site visits resulting in the identification of targeted hazards	The Voluntary Programs Division conducted (1) onsite consultation visits	Fourteen (14) serious and 2 regulatory hazards were identified and reported to the employers.
	Indicator 4- Number of compliance assistance provided	None were requested	
Primary Outcome Measures	Baseline established in FY2017 with 2016 Data: Indicator 1-TRC Rate = 5.28	2016 - TRC Rate (OSHA 300): 5.28	

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Strategic Goal:	To Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses, and fatalities.		
Performance Goal:	To decrease the fatality rate in the construction industry by an additional 5% from baseline by focusing on the four leading causes of fatalities: (falls, struck-by, crushed-by, electrocutions and electrical injuries).		
1.1.2	To establish baseline measure and performance measure to assess the strategic goal.		
Performance Indicator Type	Indicator	Results	Comments
Activity Measures	Indicator 1 - Number of fatalities inspected	Four (4)	
	Indicator 2 - Number of fatalities directly related to the four leading causes of fatalities	Four (4)	
	Indicator 3 - Number of citations issued	Three (3)	
	Indicator 4 – Number of settlement agreements with safety and health programs included in fatalities inspections,	None	
	Indicator 5 - Number of on-site consultation visits in the Construction Industry	The Voluntary Programs Division conducted sixty-five (65) onsite consultation visits in the construction industry.	Ninety-four (94) of the one hundred twenty-nine (129) hazards identified and notified to the employer were related to the 4 leading causes of fatalities. 1,557 employees were impacted.
	Indicator 6 – Number of the Door to Door Initiative participants	7 construction sites are participating in the initiative.	
	Indicator 7 - Number of training delivered	Two (2) 10 hours course in of Safety and Health in the Construction Industry Were delivered during the months of March and April, 2018	Participants: 45 employers/employees were trained
	Indicator 8 - Number of materials developed related to the four leading causes of fatalities	Three thousand seven hundred fifty (3,750) booklets were provided to participants in conference and on-site consultation.	
Intermediate Outcome Measures	Indicator 1 - Percent of fatalities in the construction industry resulting from the four leading causes of fatalities in the FY 2018	Four (4) fatalities, 1 case with 3 citations related to the leading causes in construction. One case Pending Citation. Percent is 1/3= 33%	Fatality/Catastrophe Tracking Report. Four (4) fatality cases in the Construction Industry.
	Indicator 2 - Percent of citations with hazards on the four leading causes	Three (3)	Three (3)
	Indicator 3 - Percent of SEP, LEP inspections resulting in the identification of targeted hazards.		

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Strategic Goal:		To Improve workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses, and fatalities.	
Performance Goal:		To decrease the fatality rate in the construction industry by an additional 5% from baseline by focusing on the four leading causes of fatalities: (falls, struck-by, crushed-by, electrocutions and electrical injuries).	
1.1.2		To establish baseline measure and performance measure to assess the strategic goal.	
Performance Indicator Type	Indicator	Results	Comments
	Indicator 4 - Percent of on-site visits in the construction industry identifying hazards from the four leading causes of fatalities in the current year	100%	135 out of 314 hazards were identified that were related with the 4 leading causes of fatalities
Primary Outcome Measures	Indicator 1- Percent change from baseline Baseline 2012- 1.28	4 fatalities, it is important to note that the number of employees in the Construction Industry augmented considerably after Hurricane Disaster, so the number of 21, 279 employees for Construction in FY 2017, does not reflect the real numbers we have working at this moment in FY2018. We also must count that 3 of the 4 fatalities were employees working on the recovery after the hurricanes.	2012: 5/48,000 = 1.04 2013: 3/35,614 = 0.84 2014: 5/36,050 = 1.38 2015: 3/37,000= 0.80 2016:4/30,095 = 1.33 2017:0/36,000 = 0.0 2018:4/21,279 =1.88

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State OSHA Annual Report: State Results Summary Chart			
Strategic Goal:	To change workplace culture to increase employer and worker awareness of, commitment to, and involvement in safety and health.		
Performance Goal: 2.1.1A	To achieve that eighty five percent (85%) of employers in general industries that are targeted for an inspection have either implemented an effective safety and health program or significantly improved their existing program.		
Performance Indicator Type	Indicator	Results	Comments
Activity Measures	Indicator 1 - Number of inspections in general industries where employers have either implemented an effective safety and health programs or improvement of existing programs.	Five ninety-two (592) inspections in general industry. (503) employers implemented or improved their safety and health program as result of the inspections. Representing an 85% of achievement in the strategic parameter.	(503) five hundred-three out of five hundred ninety-two (592) inspections in general industry. The goal was 85 % for 2018, we achieved 85%.
	Indicator 2 - Number of training sessions on safety and health programs conducted	None formal open training sessions	Participants: None
	Indicator 3 - Number of informational materials disseminated	Six (6) booklets were provided to visitors. One thousand four hundred twenty CD's were provided to participants in conferences.	
Intermediate Outcome Measures	Indicator 1 - Number of training sessions on safety and health program evaluation conducted	None open training sessions	Participants: None
	Indicator 2 - Number of employers in the general industry that have implemented or improved their existing program	Five hundred three (503)	
	Indicator 3 - Number of employers in the general industry targeted	Five hundred ninety-two (592)	
Primary Outcome Measures	Indicator 1- Percent of targeted employers of on-site visits in general industry that have implemented or improved their existing program. Baseline -2018 85%	85%	(503) out of (592) employers of on-site inspections implemented or improved their S&H programs. Representing an 85% of achievement in the strategic parameter.

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State OSHA Annual Report: State Results Summary Chart			
Strategic Goal:	To change workplace culture to increase employer and worker awareness of, commitment to, and involvement in safety and health.		
Performance Goal:	To achieve that eighty five percent (85%) of employers in general industries who request an on-site visit have either implemented an effective safety and health program or significantly improved their existing program		
2.1.1B			
Performance Indicator Type	Indicator	Results	Comments
Activity Measures	Indicator 1 - Number of on-site visits in general industry where employers developed or improved their safety and health programs	Seventy-four (74) on-site visits to employers in general industry were conducted by onsite consultation services and seventy-four (74) employers implemented or improved their safety and health program as result of the onsite consultation visits	100% of the employers targeted by on-site visits developed or improved their safety and health programs
	Indicator 2 - Number of training in safety and health programs conducted	Four (4) formal open training sessions on how to develop or improve an Effective Safety and Health Program and Worker Involvement in Safety and Health Matters were delivered on May, June and August, 2018	Participants: One hundred thirty-one (131) employers and employees were trained.
	Indicator 3 - Number of informational materials disseminated	During FY2018 four thousand-twenty (4,020) CDs and or informational booklets on how to develop and implement effective Safety and Health Program and Worker Involvement in Safety and Health Matters were given out to employers and employees during conferences, outreach trainings, on site consultation visits and office visits.	
	Indicator 4 – Number of VPP sites	Three VPP sites were re-certified in the Guanin level.	Pfizer Consumer Products, Guayama – March 2017 Stryker Puerto Rico, Ltd, Arroyo – June, 2017 Honeywell Aerospace, Aguadilla – May, 2018
Intermediate Outcome Measures	Indicator 1 - Number of training sessions on safety and health program evaluation conducted	Four (4) formal open training sessions on how to develop or improve an Effective Safety and Health Program and Worker Involvement in Safety and Health Matters were delivered on May, June and August, 2018	Participants: One hundred thirty one (131) employers and employees were trained.

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State OSHA Annual Report: State Results Summary Chart			
Strategic Goal:	To change workplace culture to increase employer and worker awareness of, commitment to, and involvement in safety and health.		
Performance Goal:	To achieve that eighty five percent (85%) of employers in general industries who request an on-site visit have either implemented an effective safety and health program or significantly improved their existing program		
2.1.1B			
Performance Indicator Type	Indicator	Results	Comments
	Indicator 2 - Number of VPP sites	Eleven (11) VPP sites actives, 3 VPP Sites re-certified.	1.HoneywellAerospace – Aguadilla 2.Industrial C&S of PR LLC – Vega Alta 3.Industrial C&S of PR LLC -Arecibo 4.Industrial C&S of PR LLC – Humacao 5.Industrial C&S of PR LLC – Vieques 6.GE International of Puerto Rico – Añasco 7.Pfizer Consumer Healthcare – Guayama 8.Veolia ES Technical Solutions, LLC – Gurabo 9.Stryker Puerto Rico, Ltd – Arroyo 10.Pfizer Global Manufacturing – Vega Baja 11.Hamilton Sundstrand – Santa Isabel
	Indicator 3 - Number of employers in General Industries that developed or improved their safety and health program	During FY2018 the Voluntary Programs Division conducted seventy-four (74) On site consultation visits to employers in general industry. 100% of the employers targeted by the on-site consultation visits developed or improved their safety and health program.	All these employer’s Safety and Health Programs were thoroughly reviewed and recommendations on how to improve the program were given.
	Indicator 4 - Number employers in general industry visited.	74 employers	
Primary Outcome Measures	Indicator 1- Percent of targeted employers of on-site visits in general industry that have implemented or improved their existing program. Baseline 2018 – 85 %	100% of the employers targeted by the on-site consultation visits developed or improved their safety and health program.	All of these employer’s Safety and Health Programs were thoroughly reviewed and recommendations on how to improve the program were given.

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State OSHA Annual Report: State Results Summary Chart			
Strategic Goal:	To change workplace culture to increase employer and worker awareness of, commitment to, and involvement in safety and health.		
Performance Goal: 2.2.2A	To develop and provide training to employers and workers in the skills necessary for effective worker involvement in safety and health matters to 91% of employers who received inspections related to amputations in the targeted industry.		
Performance Indicator Type	Indicator	Results	Comments
Activity Measures	Indicator 1 -- Number of training skills provided to employers and workers in targeted industries	As a result of eighty-six (86) inspections conducted in the targeted industry, in all of the inspections trainings were provided to employers and workers.	Eighty-six (86) trainings to employees and employer representatives.
	Indicator 2 - Number of training in employee involvement provided for employers and employees inspected for hazards related to amputations in the targeted industries.	Three (3) training sessions conducted during FY2018.	Three (3) sessions out of three (3) consultation visits conducted.
	Indicator 3 - Number of informational material disseminated	Four hundred thirty-five (435) CD disks were provided to participants in conference.	
Intermediate Outcome Measures	Indicator 1 - Number of employers and workers in targeted industries trained	Four hundred thirty-four (434)	432 employers and employees trained in 86 inspections.
	Indicator 2 - Number of targeted industry establishments that incorporate worker involvement into safety and health matters	86 Establishments	Eighty-six (86) out of eighty-six (86) inspections conducted for 100 % establishments that incorporate worker involvement in safety and health matters.
Primary Outcome Measures	Indicator 1 - Percent of inspections related to amputations in the targeted industries where employers and workers received training on the skills necessary for workers involvement in safety and health matters Base Line for FY2018 is 91%	100%	Eighty-six (86) training sessions provided in the eighty-six (86) inspections conducted.

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State OSHA Annual Report: State Results Summary Chart			
Strategic Goal:	To change workplace culture to increase employer and worker awareness of, commitment to, and involvement in safety and health.		
Performance Goal: 2.2.2B	To develop and provide training to employers and workers in the skills necessary for effective worker involvement in safety and health matters to 91% of employers who received inspections in the Retail		
Performance Indicator Type	Indicator	Results	Comments
Activity Measures	Indicator 1 - Number of training skills provided by CSHO's to employers and workers in targeted industries	Eighteen (18) training sessions conducted during inspections in FY2018.	Eighteen (18) training sessions conducted during inspections.
	Indicator 2 - Number of training skills provided to employers and workers in targeted industries	The Division of Voluntary Programs provided support to this goal by delivering one (1) formal open training session for the Retail Industry this fiscal year. In addition, five (5) Consultation Visits for this targeted industry were provided by request from employers.	Participants: Twenty nine (29) employers were trained.
	Indicator 3 - Number of informational materials developed and disseminated	One hundred forty-two (142) CD's disks were provided to participants during conferences, consultations services and orientation office visits.	
Intermediate Outcome Measures	Indicator 1 - Number of employers and workers in targeted industries trained	Two hundred twenty-three 223	
	Indicator 2 - Number of targeted industry establishments that incorporate worker involvement in safety and health matters	Eighteen (18)	Eighteen (18) establishments that incorporate worker involvement in safety and health matters in the three hundred thirty inspections conducted for a 100%.
Primary Outcome Measures	Indicator 1 - Percent of Retail Industries where employers and workers received training on the skills necessary for workers involvement in safety and health matters.	100%	Eighteen (18) training sessions provided in the three hundred thirty inspections conducted for a 100%.

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State OSHA Annual Report: State Results Summary Chart			
Strategic Goal:	To change workplace culture to increase employer and worker awareness of, commitment to, and involvement in safety and health.		
Performance Goal: 2.2.2C	To develop and provide training to employers and workers on the skills necessary for effective worker involvement in safety and health matters to 91% of employers who received inspections in Hazardous Public Activities for Mobile Crews		
Performance Indicator Type	Indicator	Results	Comments
Activity Measures	Indicator 1 - Number of training skills provided by CSHO's to employers and workers in targeted industries	Eight (8) training sessions conducted during inspections in FY2018.	Eight (8) training sessions in the eight (8) inspections conducted.
	Indicator 2 - Number of trainings skills provided to employers and workers in targeted industries	Five (5) formal open training sessions for Mobile Crews.	Twenty-seven (27) employers and employees were trained
	Indicator 3 - Number of informational materials developed and disseminated	Sixty five (65) CD's and informational booklets disks were provided to participants during conferences, consultation services and orientations office visits.	
Intermediate Outcome Measures	Indicator 1 - Number of employers and workers in targeted industries trained	Eight (8)	Eight (8) training sessions in the eight (8) inspections conducted.
	Indicator 2 - Number of targeted industry establishments that incorporate worker involvement in safety and health matters	Eight (8)	Eight (8) establishments that incorporate worker involvement in safety and health matters.
Primary Outcome Measures	Indicator 1 – Percent of Hazardous Public Activities for Mobile Crews where employers and workers received training on the skills necessary for workers involvement in safety and health matters.	100%	Eight (8) training sessions provided in the eight (8) inspections conducted.

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State OSHA Annual Report: State Results Summary Chart			
Strategic Goal:	To change workplace culture to increase employer and worker awareness of, commitment to, and involvement in safety and health.		
Performance Goal: 2.3.1	To develop and disseminate occupational safety and health training and reference materials to 100% of small employers and workers identified in the targeted industry, via innovative approaches, such as outreach, training, seminars and relationship-building with Trade and Business Associations in the Dental Offices NAICS 621210 via innovative approaches, such as outreach, training, seminars and relationship-building with Trade and Business Associations.		
Performance Indicator Type	Indicator	Results	Comments
	Indicator 1 - Number of material disseminated to targeted industry	None – After Hurricanes Irma and Maria many Dental Offices (NAICS 621210) remained closed due to structural damage and water and power outages.	
	Indicator 2 - Number of outreach developed and provided	None	
	Indicator 3 - Number of relationship-building with Trade and Business Associations (outreach, seminars and relationships)	N/A	None
	Indicator 4 - Number of on-site visits in the Dental Offices NAICS 621210	Two (2)	Zero (0) serious, zero (0) other than serious and zero (0) regulatory hazards were identified and notified to the employer.
	Indicator 5 – Number of training delivered	The training activities were previously scheduled were cancelled due to the lack of interest of this group. In the future, further strategies will be developed in order to captivate and motivate members of this high hazard industry.	Participants: None
Intermediate Outcome Measures	Indicator 1 – Number of on-site visits generated by training	Two (2)	Zero (0) serious, zero (0) other than serious and zero (0) regulatory hazards were identified and notified to the employer.
	Indicator 2 - Number of occupational safety and health training provided to targeted workplaces	N/A	None
	Indicator 3 – Number of reference materials disseminated	None – booklets were requested by visitors	
Primary Outcome Measures	Indicator 1- Percent of training and reference materials provided to the targeted industry	N/A	None