

FY 2020
Follow-up Federal Annual Monitoring Evaluation (FAME) Report

State of Alaska
Department of Labor and Workforce Development
Labor Standards and Safety Division –
Alaska Occupational Safety and Health (AKOSH)



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Table of Contents

I. Executive Summary	3
II. State Plan Background	3
III. Assessment of State Plan Progress and Performance	5
A. Data and Methodology	5
B. Findings and Observations	5
C. State Activity Mandated Measures (SAMM) Highlights	9

Appendices

Appendix A – New and Continued Findings and Recommendations	A-1
Appendix B – Observations and Federal Monitoring Plans	B-1
Appendix C – Status of FY 2019 Findings and Recommendations	C-1
Appendix D – FY 2020 State Activity Mandated Measures (SAMM) Report	D-1
Appendix E – FY 2020 State OSHA Annual Report (SOAR)	E-1

I. Executive Summary

The purpose of this report is to assess Alaska Occupational Safety and Health's (AKOSH) performance during Fiscal Year (FY) 2020 with regard to activities mandated by the Occupational Safety and Health Administration (OSHA), and to gauge the State Plan's progress toward resolving outstanding findings from the FY 2019 Comprehensive Federal Annual Monitoring and Evaluation (FAME) Report.

The COVID-19 pandemic had a significant impact on the State Plan during the review period. Statewide limitations on travel and closure of businesses resulted in a decrease in on-site inspection activities. AKOSH developed an updated, COVID-specific inquiry process to handle an influx of complaints, and shifted operations to comply with work from home mandates and help reduce the transmission of COVID-19.

Despite the pandemic, AKOSH continued a three-year trend of maintaining staffing levels and conducting training and made strides towards solidifying the foundations of its program. AKOSH continued to hire new staff and provide mandatory training throughout the review period, and explored innovative methods to increase the number of applicants for technical positions. AKOSH developed many training activities during the pandemic, which strengthened its program as noted in the State Activity Mandated Measures (SAMM) report.

AKOSH completed adoption of all required OSHA Standards and Federal Program Changes, including maximum penalty rule updates and updates to its Field Operations, Consultation Policies and Procedures, and Whistleblower Investigations Manuals. In addition, AKOSH management continued to conduct program reviews to address FY 2019 findings and observations. One finding from FY 2019 was completed and one finding converted to an observation. In FY 2020, there was one open finding, seven findings with completed corrective action items that are awaiting verification, three continued observations, and one new observation (converted from a FY 2019 finding).

II. State Plan Background

The State of Alaska, in accordance with Section 18 of the Occupational Safety and Health (OSH) Act of 1970, operates an occupational safety and health program through its Department of Labor and Workforce Development, Labor Standards and Safety Division, Occupational Safety and Health Section. Commissioner Dr. Tamika L. Ledbetter headed the Department and was the State Plan Designee. Director Joseph Knowles headed the Labor Standards and Safety Division.

AKOSH exercises jurisdiction over all private sector employers with the exception of Denali National Park, Metlakatla Indian Reservation, maritime industries, federal government-owned and contractor-operated (GOCO) native health care facilities, artificial islands, select military installations, federal agencies, and federal employees. AKOSH retains jurisdiction in state and local government workplaces. State standards have been adopted for several hazardous operations in general industry and construction including oil and gas operations, logging, telecommunications, and electric power generation, transmission, and distribution.

In FY 2020, funds were allocated under Section 23(g) of the OSH Act for five safety and five health compliance officers and one whistleblower protection investigator. According to the demographic profile provided in the FY 2020 23(g) grant application, there were approximately 312,869 workers employed in 21,291 establishments. The initial award was \$3,192,332 (\$1,411,100 federal, \$1,781,232 state funds). The State Plan did not accept a federal base increase of \$107,800 offered in February 2020; therefore, the funding remained the same during the fiscal year. Due to staff vacancy and the COVID 19 pandemic state travel restrictions, the program lapsed \$164,411 in federal funds.

AKOSH provides state and local government consultation under the 23(g) grant and provides private sector consultation under a 21(d) Cooperative Agreement. The private sector consultation performance results will be covered in the FY 2020 Regional Annual Consultation Evaluation Report (RACER). There were twelve consultants (eight safety and four health) in FY 2020. The positions were funded in part by the 23(g) grant to cover state and local government consultations, for a total of 3.4 Full Time Equivalent (FTE). The remaining positions were funded by the 21(d) cooperative agreement (8.25 FTE) or as part of the compliance assistance category (0.35 FTE) under the 23(g) grant.

Because of the COVID-19 pandemic, AKOSH enforcement and consultation staff incorporated training on how to implement Microsoft (MS) Teams into their daily activities. With the use of MS Teams, the Enforcement section was able to collaborate remotely and was able to share pertinent documents and inspections while working in the pandemic environment. Consultation and Training staff uploaded safety-training videos to the AKOSH Consultation and Training website for public viewing. The safety training included topics such as excavation and trenching, sprains and strains, falls, respiratory protection and many more are available for viewing. Also added were COVID-19 resources and information.

New Issues

In March 2020, the COVID-19 pandemic response caused statewide limitations and restrictions on travel activities. As a result, the enforcement program was unable to meet the projected inspection goals. From March to September of 2020, some Alaskan small villages and towns were closed to travelers, and this limited access for compliance officers. In addition, some Alaskan businesses and projects were on lockdown, limiting activities for compliance officers to conduct on-site enforcement inspections. These cases were handled with a new COVID-specific inquiry process. To meet statewide mandates, compliance officers and consultants significantly increased travel by car rather than by air, which limited worksite access to employers who were located “on the road system.”

III. Assessment of State Plan Progress and Performance

A. Data and Methodology

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

- State Activity Mandated Measures Report (SAMM, Appendix D, dated 12/04/2020)
- State Information Report (SIR, dated 11/09/2020)
- Mandated Activities Report for Consultation (MARC, dated 11/19/2020)
- Web Integrated Management Information System (WebIMIS)
- State OSHA Annual Report (SOAR, Appendix E)
- AKOSH Annual Performance Plan
- State Plan Grant Application
- Quarterly monitoring meetings between OSHA and the State Plan

B. Findings and Observations

The State Plan made progress to address the previous ten findings and three observations from the FY 2019 Comprehensive FAME Report. This follow-up FAME report contains one continued finding, seven findings with completed corrective action items that are awaiting verification, and three continued observations. In addition, one finding from FY 2019 was converted to an observation, thus creating a new observation in FY 2020, and one finding was completed. Appendix A describes the new and continued findings and recommendations. Appendix B describes observations subject to continued monitoring and the related federal monitoring plan. Appendix C describes the status of each FY 2019 finding and recommendation in detail.

Some findings and observations are tied to SAMM measures. 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. Appendix D presents AKOSH's FY 2020 SAMM Report and includes the FRLs for each measure.

FINDINGS (STATUS OF PREVIOUS AND NEW ITEMS)

Completed Finding

Finding FY 2019-05: In FY 2019, the in-compliance rate for health inspections was 72.93%, which falls outside of the FRL (SAMM 9).

Status: For FY 2020, the FRL for health inspections was +/- 20% of the three-year national average of 37.15%, with a range of 29.72% to 44.58%. The State Plan's percent in-compliance for health was 28.57%, which was below the FRL and did not warrant further review. The percent in-compliance for safety was 28.93% and was within the FRL range of 24.82% to 37.24%. This

metric indicated positive performance in identifying serious hazards during health inspections in high hazard industries. This item was completed.

Continued Findings

Finding FY 2020-01 (FY 2019-01): The average number of workdays to initiate complaint investigations was 1.80 days, exceeding the negotiated goal of 1 day (SAMM 2a).

Status: AKOSH conducted an internal review, developed a management plan, trained staff, and implemented monthly monitoring to address this finding. In addition, the State Plan contacted the OIS help group to try to figure out if performance was related to a coding issue. It was determined that AKOSH was completing data entry based on the federal formula in SAMM 2b (average of days from Valid Date to Action Date) instead of the state formula SAMM 2a (average days from Receipt Date to Action Date). The AKOSH Chief of Enforcement closely monitors data entry for complaint investigations and AKOSH is confident that performance on this measure will continue to trend down now that they understand the root cause of the issue. AKOSH's average number of workdays to initiate complaint investigations (SAMM 2a definition) was 1.80 days in FY 2020, which was down from 2.05 days in FY 2019. However, as AKOSH's performance was still above the FRL of one day, which was the number negotiated by OSHA and the State Plan through the grant application, this finding remains open.

Finding FY 2020-02 (FY 2019-02): In FY 2019, 41% (9 of 22) of complaint inspection files, there was no indication that the required inspection results letter was sent to the complainant, nor was the letter maintained in the electronic case file.

Status: AKOSH migrated template letters into OIS that populate required information. AKOSH conducted training to ensure that anonymous complaints were adequately documented in the case file narrative. An experienced Compliance Safety and Health Officer (CSHO) was assigned to review complaint case files prior to submission to the Chief of AKOSH for final approval. The State Plan's corrective action is considered completed, awaiting verification. 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 2021 comprehensive FAME and remains open.

Finding FY 2020-03 (FY 2019-03): In FY 2019, 47% (14 of 30) of case files that contained non-formal complaints, the electronic case files contained only the complaint form and lacked all other required documents, forms, and notes, as required by the State Plan's Field Operations Manual (FOM).

Status: An experienced CSHO was assigned to review complaint case files for all required documents, forms, and notes, as required by the State Plan Field Operations Manual (FOM). A case file review is necessary to gather the facts needed to evaluate progress on this finding. The State Plan's corrective action is considered completed, awaiting verification. This finding will be a focus of next year's on-site case file review during the FY 2021 comprehensive FAME and remains open.

Finding FY 2020-04 (FY 2019-04): In FY 2019, 67% (2 of 3) of fatality case files reviewed, there was no evidence that required next-of-kin letters were sent.

Status: An experienced CSHO was assigned to review fatality case files for all required documents, forms, notes, and next-of-kin letters. Next-of-kin template letters were uploaded to OIS and are now part of the OIS workflow for fatality inspections. The State Plan's corrective action is considered completed, awaiting verification. 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 2021 comprehensive FAME and remains open.

Finding FY 2020-05 (FY 2019-07): In FY 2019, 10.9% (6 of 55) of inspection case files, there was no evidence of abatement.

Status: AKOSH incorporated abatement into its master case file tracker. This is a specific tool provided to CSHOs to assist with tracking case status with abatement due dates. The State Plan's corrective action is considered completed, awaiting verification. 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 2021 comprehensive FAME and remains open.

Finding FY 2020-06 (FY 2019-08): In FY 2019, 18.2% (10 of 55) of inspection case files, employee interviews were not documented.

Status: AKOSH assigned an experienced CSHO to ensure inspection case files contained all required documents, forms, notes, and completed employee interviews. Currently, the State Plan documents any anomalies in the case file narrative. The State Plan's corrective action is considered completed, awaiting verification. 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 2021 comprehensive FAME and remains open.

Finding FY 2020-07 (FY 2019-09): In FY 2019, 41.7% (5 of 12) of inspections, where workers were covered by a union, the union representative was not involved in the walk around of the inspection.

Status: AKOSH conducted refresher training on the policy used to document a lack of union participation in the case file with staff, which included the requirement to document whether the union representative declined to participate or could not be contacted. The State Plan's corrective action is considered completed, awaiting verification. 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 2021 comprehensive FAME and remains open.

Finding FY 2020-08 (FY 2019-10): In FY 2019, 100% (5 of 5) of whistleblower investigations dismissed due to lack of cooperation, all means of supplied contact information were not attempted to contact the complainant.

Status: The State Plan's whistleblower protection investigator was trained on the requirements to fully exhaust all available communication methods, and to document all efforts used to contact the complainant before closing an investigation due to lack of cooperation. The State Plan's corrective

action is considered completed, awaiting verification. 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 2021 comprehensive FAME and remains open.

OBSERVATIONS

Continued Observations

Observation FY 2020-OB-01 (FY 2019-OB-01): In FY 2019, 14.5% (8 of 55) of case files, evidence critical to supporting a violation was not documented, as required by the AKOSH FOM.

Status: This was a new observation in the FY 2017 FAME, and OSHA had planned to conduct a limited case file review in FY 2020 to evaluate the status. However, due to the COVID-19 pandemic and restrictions on gathering, the on-site case file review was postponed. The State Plan must ensure case files include evidence critical to support a violation in accordance with its FOM.

Observation FY 2020-OB-02 (FY 2019-OB-02): In FY 2019, 89.5% (68 of 76) of administratively closed retaliation case files, there was no documentation of a supervisory review.

Status: The AKOSH Chief of Enforcement now signs off on all closed case files. 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 2021 comprehensive FAME. This observation will be continued.

Observation FY 2020-OB-03 (FY 2019-OB-03): In FY 2019, 100% (76 of 76) of administratively closed retaliation case files, there was no documentation to show that complainants agreed with the decision to administratively close their complaint.

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 2021 comprehensive FAME. This observation will be continued.

New FY 2020 Observation

Observation FY 2020-OB-04 (Finding FY 2019-06): In FY 2020, the average lapse time for health inspections was 78.94 days, which exceeded the FRL range (SAMM 11).

Federal Monitoring Plan: OSHA will continue to monitor SAMM data and discuss this metric with the State Plan during quarterly meetings.

Converted from Finding FY 2019-06: The average lapse time for health inspections was 92.68 days, which exceeds the FRL range.

Discussion: AKOSH determined that the average lapse time of 92.68 days in FY 2019, for health inspections, was impacted by four un-programmed Process Safety Management (PSM) inspections, which took time to complete and skewed the number up. The State Plan emphasized completing less complex cases sooner to offset the complex cases and were able to bring down the

overall lapse time to 78.94 days in FY 2020. Over the last three years, AKOSH has been trending down on this measure: 97.67 days in FY 2018, 92.68 days in FY 2019, and 78.94 days in FY 2020. Due to the downward trend, and since the State Plan's performance is now 6.47 days outside of the FRL range of 48.31 to 72.47 days, **Finding 2019-06** was converted to an observation.

C. State Activity Mandated Measures (SAMM) Highlights

Each SAMM has an agreed upon FRL, which can be either a single number or 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 AKOSH's FY 2020 SAMM Report and includes the FRLs for each measure. The State Plan's performance in the following SAMMs was outside the FRL:

SAMM 5 – Average number of violations per inspection with violations by violation type

Discussion of State Plan data and FRL: AKOSH's average number of violations per inspection for serious, willful, repeat, and unclassified violations was 3.01, which was 6.5% higher than the upper range of the FRL of 1.43 to 2.15.

Explanation: This indicates that AKOSH did better than the national average at identifying serious hazards and/or focusing inspections in high hazard industries. This has been an upward trend over the last three years.

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

Discussion of State Plan data and FRL: The further review level was based on a number negotiated by OSHA and the State Plan through the grant application. The range of acceptable data not requiring further review was from 5.76% to 6.36% and the State Plan conducted 6.86% inspections in state and local government workplaces.

Explanation: AKOSH conducted 14 state and local government inspections. The percent total of state and local government inspections was impacted by the lower total number of inspections, and resulted in a 0.5% increase from the State Plan's projected grant goal. This was not a cause for concern.

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

Discussion of State Plan data and FRL: The FRL for this metric was +/- 5% of the goals negotiated in the grant inspection, which were 220 safety and 110 health inspections. The FRL range for safety inspections was 209 to 231 and the FRL range for health inspections was 104.50 to 115.50. AKOSH conducted 133 safety inspections, which was 36% below the lower end of the FRL range, and 71 health inspections, which was 32% below the lower end of the FRL range.

Explanation: The COVID-19 pandemic had a significant impact on the State Plan's performance on this measure, due to state restrictions on travel and closure of some businesses. However,

AKOSH met its inspection goal in FY 2019. OSHA will continue to discuss this metric during quarterly meetings.

SAMM 8 – Average current serious penalty in private sector – total (1 to greater than 250 workers)

Discussion of State Plan data and FRL: The FRL for average current serious penalty (total and by size of employer) was +/- 25% of the three-year national average (state and federal data). The average current penalty per serious violation in the private sector for all employers (1-250+ workers) was \$5,105.25, which was \$1,399.17, or 138% above the upper end of the FRL range of \$3,706.08. The State Plan was above the upper end of the FRL range for employers with 1-25 workers, 26-100 workers, and 250+ workers. Table 1 shows the average current penalty per serious violation based on the number of workers controlled by an establishment and summarizes the State Plan’s average penalties compared to the three-year national average and the FRL.

Table 1

Number of Workers	AKOSH FY 2020	Three-Year National Average	FRL
1-250+	\$5,105.25	\$2,964.86	\$2,223.65 to \$3,706.08
1-25	\$2,579.00	\$1,967.64	\$1,475.73 to \$2,459.55
26-100	\$5,276.15	\$3,513.45	\$2,635.09 to \$4,391.81
101-250	\$4,797.63	\$5,027.02	\$3,770.27 to \$6,283.78
250+	\$10,056.25	\$6,190.91	\$4,643.18 to \$7,738.64

Explanation: Alaska adopted maximum penalties equivalent to OSHA’s level and, as a result, penalties increased. In addition, the average current penalty in all size categories has been trending up over the last two years. AKOSH issued several citations with high penalties in FY 2020, and because the total number of inspections was relatively low, the average penalties skewed above the FRL range.

SAMM 13 – Percent of initial inspections with worker walk around representation or worker interview

Discussion of State Plan data and FRL: AKOSH’s percent of initial inspections with worker representation or interviews was 99.02%, which was 0.98% below the FRL of 100%. Two inspections were coded in OIS as not having worker involvement in FY 2020.

Explanation: The State Plan has been at 99% on this metric for the last three years. During quarterly meetings, AKOSH has explained that in one or two inspections per year, they will conduct an inspection at a workplace where only a manager is on site or where all employees refuse to be interviewed. This metric also relates to **Finding FY 2020-07 (FY 2019-09)**. The State Plan’s corrective action, that is specific to adequate documentation in the case file, is considered completed, awaiting verification, and will require an on-site case file review during the FY 2021 comprehensive FAME.

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

Discussion of State Plan data and FRL: The further review level was fixed for all State Plans at 100%, and AKOSH completed 80% of 11(c) investigations within 90 days.

Explanation: The State Plan improved significantly from FY 2019 (33%) and was above the FY 2020 national average of 38%¹. AKOSH has a dedicated compliance officer to work on the backlog of cases, and an administrative assistant to ensure accurate data entry into IMIS. In the end of year report², AKOSH had 679 average days pending for whistleblower protection investigations. OSHA will continue to discuss this metric with AKOSH during quarterly meetings.

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

Discussion of State Plan data and FRL: The further review level was based on +/- 20% of the three-year national average of 18%. The range of acceptable data not requiring further review was from 14.40% to 21.60%. The State Plan's percentage of 11(c) complaints that were meritorious was 40%, which was above the FRL range.

Explanation: AKOSH closed 18.4% more cases that met merit criteria than the upper end of the FRL range.

1 - Report from Web Integrated Management Information System (WebIMIS) "FY 2020 EOY Activity Measures – Both F&S" run November 9, 2020.

2 - Report from Web Integrated Management Information System (WebIMIS) "WB Investigation Data (DCSP) FY 2020 EOY Report" run November 9, 2020.

Appendix A – New and Continued Findings and Recommendations

FY 2020 AKOSH Follow-up FAME Report

FY 2020-#	Finding	Recommendation	FY 2019-# or FY 2019-OB-#
FY 2020-01	The average number of work days to initiate complaint investigations was 1.80 days, exceeding the negotiated goal of 1 day (SAMM 2A).	AKOSH should develop a management plan to ensure complaint investigations are initiated timely to meet the negotiated goal.	FY-2019-01
FY 2020-02	In FY 2019, in 41% (9 of 22) of complaint inspection files, there was no indication that the required inspection results letter was sent to the complainant, nor was the letter maintained in the electronic case file.	AKOSH should ensure that all letters of inspection results are sent to the complainants and saved in the electronic case files. Corrective action complete, awaiting verification.	FY 2019-02
FY 2020-03	In FY 2019, in 47% (14 of 30) of case files that contained non-formal complaints, the electronic case files contained only the complaint form and lacked all other required documents, forms, and notes, as required by the State Plan’s Field Operations Manual (FOM).	AKOSH managers should ensure that all required documentation, forms, and notes are included and maintained in electronic case files, as required by the State Plan’s FOM. Corrective action complete, awaiting verification.	FY 2019-03
FY 2020-04	In FY 2019, in 67% (2 of 3) of fatality case files reviewed, there was no evidence that required next-of-kin letters were sent.	AKOSH should ensure that next-of-kin initial involvement and final letter of inspection findings are sent and saved in the electronic case file. Corrective action complete, awaiting verification.	FY 2019-04
FY 2020-05	In FY 2019, in 10.9% (6 of 55) of inspection case files, there was no evidence of abatement.	AKOSH should ensure the case files are maintained and updated when abatement documentation is obtained. Corrective action complete, awaiting verification.	FY 2019-07

Appendix A – New and Continued Findings and Recommendations

FY 2020 AKOSH Follow-up FAME Report

FY 2020-#	Finding	Recommendation	FY 2019-# or FY 2019-OB-#
FY 2020-06	In FY 2019, in 18.2% (10 of 55) of inspection case files, employee interviews were not documented.	AKOSH should implement a corrective action to ensure that interviews are documented. Corrective action complete, awaiting verification.	FY 2019-08
FY 2020-07	In FY 2019, in 41.7% (5 of 12) of inspections, where workers were covered by a union, the union representative was not involved in the walk around of the inspection.	AKOSH should ensure union or employee representatives are contacted to participate in the inspection process and evidence is documented in the case files. Corrective action complete, awaiting verification.	FY 2019-09
FY 2020-08	In FY 2019, in 100% (5 of 5) of whistleblower investigations dismissed due to lack of cooperation, all means of supplied contact information were not attempted to contact the complainant.	AKOSH should ensure all means of contact information provided by complainants are used before closing the investigation due to lack of cooperation. Corrective action complete, awaiting verification.	FY 2019-10

Appendix B – Observations and Federal Monitoring Plans

FY 2020 AKOSH Follow-up FAME Report

Observation # FY 2020-OB-#	Observation# FY 2019-OB-# or FY 2019-#	Observation	Federal Monitoring Plan	Current Status
FY 2020-OB-01	FY 2019-OB-01	In FY 2019, in 14.5% (eight of 55) of case files, evidence critical to supporting a violation was not documented, as required by the AKOSH FOM.*	During next year’s FAME, a limited scope review of selected case files will be reviewed to evaluate the status of the concern.	Continued
FY 2020-OB-02	FY 2019-OB-02	In FY 2019, in 89.5% (68 of 76) of administratively closed retaliation case files, there was no documentation of a supervisory review.	During next year’s FAME, a limited scope review of selected case files will be reviewed to evaluate the status of the concern.	Continued
FY 2020-OB-03	FY 2019-OB-03	In FY 2019, in 100% (76 of 76) of administratively closed retaliation case files, there was no documentation to show that complainants agreed with the decision to administratively close their complaint.	During next year’s FAME, a limited scope review of selected case files will be reviewed to evaluate the status of the concern.	Continued
FY 2020-OB-04	FY 2019-06	In FY 2020, the average lapse time for health inspections was 78.94 days, which exceeded the FRL range (SAMM 11).	OSHA will continue to monitor SAMM data and discuss this metric with the State Plan during quarterly meetings.	New

*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 C - Status of FY 2019 Findings and Recommendations

FY 2020 AKOSH Follow-up FAME Report

FY 2019-#	Finding	Recommendation	State Plan Corrective Action	Completion Date	Current Status
FY 2019-01	The average number of work days to initiate complaint investigations was 2.05 days, exceeding the negotiated goal of 1 day (SAMM 2A).	AKOSH should develop a management plan to ensure complaint investigations are initiated timely to meet the negotiated goal.	AKOSH conducted an internal review, developed a management plan, conducted training with staff, and implemented monthly monitoring.	June 1, 2020	Open (8/20/2020)
FY 2019-02	In 41% (9 of 22) of complaint inspection files, there was no indication that the required inspection results letter was sent to the complainant, nor was the letter maintained in the electronic case file.	AKOSH should ensure that all letters of inspection results are sent to the complainants and saved in the electronic case files.	AKOSH migrated template letters into OIS that populate the required information. AKOSH conducted training to ensure that anonymous complaints are documented in the case file narrative. A CSHO was assigned to review case files prior to submission to the Chief of AKOSH for final approval.	June 1, 2020	Awaiting verification (8/20/2020)
FY 2019-03	In 47% (14 of 30) of case files that contained non-formal complaints, the electronic case files contained only the complaint form and lacked all other required documents, forms, and notes, as required by the State Plan's Field Operations Manual (FOM).	AKOSH managers should ensure that all required documentation, forms, and notes are included and maintained in electronic case files, as required by the State Plan's FOM.	A CSHO was assigned to review case files for all required documents, forms, and notes, as required by the State Plan Field Operations Manual (FOM).	June 15, 2020	Awaiting Verification (8/20/2020)

Appendix C - Status of FY 2019 Findings and Recommendations

FY 2020 AKOSH Follow-up FAME Report

FY 2019-#	Finding	Recommendation	State Plan Corrective Action	Completion Date	Current Status
FY 2019-04	In 67% (2 of 3) of fatality case files reviewed, there was no evidence that required next-of-kin letters were sent.	AKOSH should ensure that next-of-kin initial involvement and final letter of inspection findings are sent and saved in the electronic case file.	A CSHO was assigned to review case files for all required documents, forms, notes, and to ensure next-of-kin letters are in the case file. Next-of-kin letter templates were uploaded to OIS and are now part of the OIS workflow for fatality inspections.	June 15, 2020	Awaiting verification (8/20/2020)
FY 2019-05	The in-compliance rate for health inspections was 72.93%, which falls outside of the FRL (SAMM 9).	AKOSH should determine the cause and take action to decrease its high in-compliance rate for health inspections.	AKOSH will review the health enforcement scheduling system and related program directives and update, as necessary.	October 15, 2020	Completed
FY 2019-06	The average lapse time for health inspections was 92.68 days, which exceeds the FRL range (SAMM 11).	AKOSH should determine the cause and take action to decrease its high lapse time for health inspections.	AKOSH has determined that the 92.68 lapse time in FY2019 was driven by four un-programmed PSM inspections. AKOSH emphasized completing less complex cases sooner to offset the complex cases to bring down the overall lapse time.	June 1, 2020	Converted to Observation
FY 2019-07	In 10.9% (6 of 55) of the inspection files, there was no evidence of abatement.	AKOSH should ensure the case files are maintained and updated when abatement documentation is obtained.	AKOSH has implemented abatement into its master case file tracker. The tracker provides a CSHO specific tracker for each officer of case status with abatement time lines.	July 1, 2020	Awaiting verification (8/20/2020)

Appendix C - Status of FY 2019 Findings and Recommendations

FY 2020 AKOSH Follow-up FAME Report

FY 2019-#	Finding	Recommendation	State Plan Corrective Action	Completion Date	Current Status
FY 2019-08	In 18.2% (10 of 55) of inspection case files, employee interviews were not documented.	AKOSH should implement a corrective action to ensure that interviews are documented.	A CSHO was assigned to review the case files to ensure all required documents, forms, notes, and completed employee interviews are present. Any anomalies will be fully documented in the case file narrative.	June 1, 2020	Awaiting verification (8/20/2020)
FY 2019-09	In 41.7% (5 of 12) of inspections, where workers were covered by a union, the union representative was not involved in the walk around of the inspection.	AKOSH should ensure union or employee representatives are contacted to participate in the inspection process and evidence is documented in the case files.	AKOSH conducted training with staff to remind them of current policies to fully document the lack of union participation, if the union representative declines to participate or cannot be contacted.	June 1, 2020	Awaiting verification (8/20/2020)
FY 2019-10	In 100% (5 of 5) of whistleblower investigations dismissed due to lack of cooperation, all means of supplied contact information were not attempted to contact the complainant.	AKOSH should ensure all means of contact information provided by complainants are used before closing the investigation due to lack of cooperation.	The whistleblower investigator was trained on the requirements to fully exhaust all available communication methods, and to document all efforts used to reconnect before closing an investigation due to lack of cooperation.	June 1, 2020	Awaiting verification (8/20/2020)

Appendix D – FY 2020 State Activity Mandated Measures (SAMM) Report

FY 2020 AKOSH Follow-up FAME Report

U.S. Department of Labor				
Occupational Safety and Health Administration State Plan Activity Mandated Measures (SAMMs)				
State Plan: Alaska – AKOSH			FY 2020	
SAMM Number	SAMM Name	State Plan Data	Further Review Level	Notes
1a	Average number of work days to initiate complaint inspections (state formula)	4.31	7	The further review level is negotiated by OSHA and the State Plan.
1b	Average number of work days to initiate complaint inspections (federal formula)	2.01	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)	1.80	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)	0.44	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: 3.01	+/- 20% of SWRU: 1.79	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from 1.43 to 2.15 for SWRU.

Appendix D – FY 2020 State Activity Mandated Measures (SAMM) Report

FY 2020 AKOSH Follow-up FAME Report

U.S. Department of Labor				
Occupational Safety and Health Administration State Plan Activity Mandated Measures (SAMMs)				
State Plan: Alaska – AKOSH			FY 2020	
SAMM Number	SAMM Name	State Plan Data	Further Review Level	Notes
	Average number of violations per inspection with violations by violation type	Other: 0.91	+/- 20% of Other: 0.95	The range of acceptable data not requiring further review is from 0.76 to 1.14 for OTS.
6	Percent of total inspections in state and local government workplaces	6.86%	+/- 5% of 6.06%	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 5.76% to 6.36%.
7	Planned v. actual inspections – safety/health	S: 133	+/- 5% of S: 220	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 209 to 231 for safety and from 104.50 to 115.50 for health.
		H: 71	+/- 5% of H: 110	
8	Average current serious penalty in private sector - total (1 to greater than 250 workers)	\$5,105.25	+/- 25% of \$2,964.86	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from \$2,223.65 to \$3,706.08.
	a. Average current serious penalty in private sector (1-25 workers)	\$2,579.00	+/- 25% of \$1,967.64	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from \$1,475.73 to \$2,459.55.
	b. Average current serious penalty in private sector (26-100 workers)	\$5,276.15	+/- 25% of \$3,513.45	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from \$2,635.09 to \$4,391.81.

Appendix D – FY 2020 State Activity Mandated Measures (SAMM) Report

FY 2020 AKOSH Follow-up FAME Report

U.S. Department of Labor				
Occupational Safety and Health Administration State Plan Activity Mandated Measures (SAMMs)				
State Plan: Alaska – AKOSH			FY 2020	
SAMM Number	SAMM Name	State Plan Data	Further Review Level	Notes
	c. Average current serious penalty in private sector (101-250 workers)	\$4,797.63	+/- 25% of \$5,027.02	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from \$3,770.27 to \$6,283.78.
	d. Average current serious penalty in private sector (greater than 250 workers)	\$10,056.25	+/- 25% of \$6,190.91	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from \$4,643.18 to \$7,738.64.
9	Percent in compliance	S: 28.93%	+/- 20% of S: 31.03%	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from 24.82% to 37.24% for safety and from 29.72% to 44.58% for health.
		H: 28.57%	+/- 20% of H: 37.15%	
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: 53.71	+/- 20% of S: 50.58	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from 40.46 to 60.70 for safety and from 48.31 to 72.47 for health.
		H: 78.94	+/- 20% of H: 60.39	
12	Percent penalty retained	54.75%	+/- 15% of 67.51%	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from 57.38% to 77.64%.
13	Percent of initial inspections with worker walk around representation or worker interview	99.02%	100%	The further review level is fixed for all State Plans.

Appendix D – FY 2020 State Activity Mandated Measures (SAMM) Report

FY 2020 AKOSH Follow-up FAME Report

U.S. Department of Labor				
Occupational Safety and Health Administration State Plan Activity Mandated Measures (SAMMs)				
State Plan: Alaska – AKOSH			FY 2020	
SAMM Number	SAMM Name	State Plan Data	Further Review Level	Notes
14	Percent of 11(c) investigations completed within 90 days	80%	100%	The further review level is fixed for all State Plans.
15	Percent of 11(c) complaints that are meritorious	40%	+/- 20% of 18%	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from 14.40% to 21.60%.
16	Average number of calendar days to complete an 11(c) investigation	55	90	The further review level is fixed for all State Plans.
17	Percent of enforcement presence	1.16%	+/- 25% of 1.09%	The further review level is based on a three-year national average. The range of acceptable data not requiring further review is from 0.82% to 1.36%.

NOTE: The national averages in 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 9, 2020, as part of OSHA’s official end-of-year data run.

State of Alaska
Department of Labor and Workforce Development
Labor Standards and Safety Division
Occupational Safety and Health

AKOSH
Evaluation Report for FY2020

Combined Report Period
October 1, 2019 through September 30, 2020

Plan Approval: July 24, 1973
Certification: September 9, 1977
Final Approval: September 14, 1984

Dr. Tamika L. Ledbetter
Commissioner
Department of Labor and
Workforce Development

Joseph A. Knowles
Director
Labor Standards and Safety

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

Table of contents

I	Introduction	3
II	Summary of Results Related to the Annual Performance Plan for both 21(d) and 23(g) grants	5
III	23(g) Program Activities: Total Inspections: Projected vs Actual	27
IV	23(g) and 21 (d) Program Activities – Total Consultation Visits: Projected vs Actual	27
V	Consultation Emphasis Program Activities for 21(d): Planned vs Actual, SHARP and Pre-SHARP, and Compliance Assistance	28
VI	Covid-Related: Activities and Impact	29
VII	Significant Activities	30
VIII	Attachment 1 – FY2020 Training Plan	33

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

I. Introduction

History

Alaska's original state plan for industrial safety and health was submitted to the U.S. Secretary of Labor for approval on December 8, 1972. The Alaska Legislature enacted legislation in 1973 to bring the safety division, statutes, and regulations into conformity with the OSHA Act of 1970. The Alaska Occupational Safety and Health Statutes, AS 18.60.010 – 105, became effective on July 24, 1973. Alaska completed the development steps required under Section 18(b) of the Act on or before October 1, 1976 and received 18(e) certification on September 14, 1977. The State Plan received 18(e) final approval by the U.S. Department of Labor on September 26, 1984.

This combined Report (FFY20) outlines our progress towards accomplishing the goals of the FY20 Annual Performance Plan agreed to by AKOSH and OSHA and its impact on the progress toward accomplishing the goals set down in the Five-Year Strategic Plan as well as a summary of the results of the FY19 – FY23 Strategic Plan. These plans are intended to be comprehensive in scope, replacing the federal/AKOSH comparison method formally used by OSHA to measure our effectiveness.

AKOSH will develop an annual performance plan with Federal OSHA for each year of the Five-Year Strategic Plan. The performance measures outlined in these plans are results-oriented. However, statistical analysis of the identified specific performance measures will also be used to determine if the activities included in the plans had a positive impact on the performance goal of reducing the number of injuries and illnesses in the workplace.

Mission

The primary mission of the AKOSH program is to work in partnership with Alaskan workers and employers toward eliminating workplace injuries, illnesses, and workplace fatalities. However, the location, geography, and demography of the state results in work sites and practices that are unique to Alaska. As a result, the State of Alaska administers its own occupational safety and health program because we are more able to respond quickly to the unique needs and circumstances of our state.

Organization

The Alaska Occupational Safety and Health Program is located in the Alaska Department of Labor and Workforce Development, Division of Labor Standards and Safety. Commissioner Dr. Tamika L. Ledbetter heads the Department. Director Joseph A. Knowles heads the Labor Standards and Safety Division, which is divided into two sections: Enforcement and Consultation and Training. The Enforcement section has one Chief of Enforcement who supervises five Industrial Hygienist (IH) positions, six Safety & Compliance officer positions, and one Project Assistant who supervises two (2) Office Assistant II positions. The Consultation and Training section has one Chief of Consultation and Training who supervises three (3) Industrial Hygienist (IH) positions, eight Safety & Compliance consultant positions, one Training Specialist II and one (1) Office Assistant II position.

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

AKOSH Personnel Chart

Anchorage

Enforcement

Ronald Larsen - Chief

Consultation & Training

Elaine Banda - Chief

Administration

Joseph A. Knowles - Director

Enforcement Officers

Brandon Field -S
 James Pinder -S
 Brandon Haworth -S
 Melody Russo* -S
 Caroline Roy -H
 W. Dale Williamson -H
Vacant** -H
Vacant** -H
Vacant** -H

Consultants

Christian Hendrickson - S
 J. Mitch Wallace - S
 Scott Damerow - S
 Donald Farwell - S
 Kenneth Brown - S
Vacant** - S
 Angelo Romano - H
 Christina Lewis - H
Vacant** - H

Administration

Yana Rekoun - Project Assistant
 Curliah Young - Office Assistant II
 Juanita Cassellius - Office Assistant II
 DawnRae Dufford - Office Assistant II
Administration
Vacant** - Admin Assistant III
 Lynell Courtad - Admin Assistant I
 Josh Sasse - Admin Assistant I

Training Specialist II

Ashley Conley

Juneau

Enforcement Officers

Paul Jennings - S

Consultants

Lauri Bitz - S

Administration

Jennifer Rowcroft - Admin Officer II
 - Regulation Specialist
 Rebecca Weimer
 Kathyne Roldan - Admin Assistant I

Fairbanks

Enforcement Officers

Gerald Fillingim - S

Consultants

Adante Jones - S

Note: * This position performs the duties of the Discrimination officer.

** AKOSH has already recruited or in the process of recruiting for these positions.

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

AKOSH Personnel changes breakdown by quarters:

<i>1st quarter – 10/1/19 through 12/31/19</i>	
Consultation	
	Doug Cline – hired as Safety Consultant in Fairbanks office Kelly Carothers – resigned
Administration	
	Juanita Cassellius – hired as Office Assistant II for Consultation and Training
<i>2nd quarter – 1/1/20 through 3/31/20</i>	
Enforcement	
	Suzanna McCracken – transferred to Enforcement from AKOSH Consultation
Consultation	
	Kenneth Brown – hired as Safety Consultant in Anchorage office Doug Cline – resigned Suzanna McCracken – transferred to AKOSH enforcement Ashley Conley – hired as Training Specialist II
Administration	
	Natasha Castaneda – resigned Rebecca Wilson – hired as Admin Assistant III
<i>3rd quarter – 4/1/20 through 6/30/20</i>	
Enforcement	
	Suzanne McCracken - resigned
Administration	
	Aaron Acuna – transferred to another department with SOA David Grosshuesch – transferred to another section of DOL SOA Becca Wilson – transferred to another department with SOA Joshua Sasse – transferred to another section of LSS SOA Curliah Young - hired into OA II with enforcement Joseph Knowles – appointed as Director of Labor Standards and Safety
<i>4th quarter – 7/1/20 through 9/30/20</i>	
Enforcement	
	Jorge “Gus” Azpilcueta - resigned
Consultation	
	Adante Jones – hired as Safety Consultant in Fairbanks office
Administration	
	Rebecca Wilson – transferred to another department with SOA Jennifer Rowcroft – hired as Admin Officer II

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

II. Summary of Results Related to Annual Performance Plan for Both 21(d) and 23(g) Grants.

AKOSH Five Year Strategic Goal 1:

Improve workplace safety and health in both the public and private sectors as evidenced by a reduction in the rate of injuries, illnesses and fatalities through AKOSH enforcement and consultation and training programs activities.

Strategic Performance Goal # 1.1	By the end of FY2023, reduce the rate of workplace fatalities caused by circumstances that are under AKOSH jurisdiction by 10%.
Strategy	Concentrate on the primary causes of fatalities and the industries where fatalities take place.
Performance Indicator(s)	The annual and 5-year total number of workplace fatalities in AKOSH jurisdiction as compared to the average number of workplace fatalities under AKOSH jurisdiction for the previous 5-year period.
Data Source(s)	OIS fatality investigation counts
Baseline	1.12 fatalities per 100,000 employees
Comment	The fatality rate in Alaska for fatalities caused by circumstances under the control of AKOSH is very low. The plan does not require year-by-year reductions. The overall goal is a 10% reduction in the rate of workplace fatalities over the 5 year baseline. AKOSH monitors the number of fatalities each year by industry and targets resources to the industrial categories where fatalities are occurring.

23(g) & 21(d) PROGRAM RESULTS

Quarter	# of Fatalities	Cause of Death	NAICS Industry
1 st	1	Drowning	231112 / 113310
2 nd	0		
3 rd	0		
4 th	1	Electric Shock	541330
FY20 Total	2		

Note: 1st quarter: Event date is 10/24/2019.

4th quarter: Event date is 9/1/2020.

Strategic Plan Period (FY19-23) Running Total # of Fatalities =5

Strategic Plan Period (FY19-23) Target Rate = 1.12 / 100,000 Employees

Strategic Plan Period (FY19-23) Actual Rate = to be determined at the end of 5-year strategic period

Comments: None

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

Annual Performance Goal #1.2	Reduce the lost time injuries and illnesses rate in construction (NAICS 236-238990) as determined by the <i>lost time</i> injuries and illnesses per hundred employees by 2% per each year of the strategic plan.
Strategy	<ul style="list-style-type: none"> • Conduct scheduled inspections in the construction industry paying particular attention to worksites where “caught in or between”, “struck by” and “falling” incidents are most likely to happen. • Conduct seminars, workshops, on-site consultation, and special programs in public sector, target training and consultation towards those activities most likely to experience “caught in or between”, “struck by” or “falling” incidents.
Performance Indicator(s)	<ul style="list-style-type: none"> • 130 completed enforcement inspections in construction industry and 70 consultation and training visits, • Number of seminars, workshops, on-site consultations, and special programs completed in construction industry, • Percentage change in <i>lost time</i> injuries and illnesses compared to number of workers in construction industry.
Data Source(s)	OIS, Injury/Illnesses data: Alaska State Workers Compensation lost time claims, and Employment data: Alaska State Department of Labor and Workforce Development.
Baseline	<ul style="list-style-type: none"> • FY2012-2016 average construction industry <i>loss time</i> injury and illness rate was 2.02 per 100 employees. • FY2020 target goal is 1.94 per 100 employees, a decrease of 4% or 0.08 from base per 100 employees.
Comment	The target goal incorporates the 2% reduction required for each year of the FY19-23 AKOSH Strategic Plan resulting in a cumulative decrease of 0.20 per 100 employees for the 5-year period of the strategic plan.

Performance Strategy Outcomes:

23(g)	Enforcement:		Consultation:		
	Quarter	# Inspections	# Visits	# Compliance Assistance	Total Affected
	1 st	14	2	0	2
	2 nd	21	0	0	0
	3 rd	15	0	1	1
	4 th	20	0	0	0
	FY20 Total	70	2	1	3

Consultation:

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

21(d)	Quarter	# Visits	# Compliance Assistance	Total Affected
	1 st	23	13	40
	2 nd	18	1	15
	3 rd	27	7	177
	4 th	27	8	42
	FY20 Total	95	29	274

Note: Compliance assistance includes conferences & seminars, formal training, interpretations and outreach assistance.

FY20 Annual Goal Target = 1.94/100 employees

FY20 Actual Outcome = 1.56 per 100 employees

Comments: AKOSH has achieved the performance goal for construction industry lowering the lost time injuries and illnesses rate by at least 2% from FY 2019 the annual target goal rate. Despite current pandemic, Consultation and Training services has reached the strategic goal by conducting at least 70 consultation and training visits. However, enforcement has not reached the strategic goal due to the current pandemic and statewide travel restrictions, closed businesses and reduced work activities affecting inspection activities. See section VI *COVID-19 Related: Activities and Impact* of this report.

Annual Performance Goal # 1.3	Reduce the lost time injuries and illnesses rate in the healthcare industry (NAICS 621-624410) as determined by the number of injuries and illnesses per hundred employees by 2%.
Strategy	<ul style="list-style-type: none"> • Conduct scheduled inspections in the healthcare worksites where “slips, trips, and falls”, “overexertion and bodily reaction”, “contact with objects”, and “workplace violence” incidents are most likely to happen, • Conduct seminars, workshops, on-site consultation, and special programs in public sector, target training and consultation towards those activities most likely to experience “slips, trips, and falls”, “overexertion and bodily reaction”, “contact with objects”, and “workplace violence” incidents.
Performance Indicator(s)	<ul style="list-style-type: none"> • 65 completed enforcement inspections in the healthcare industry and 30 consultation and training visits, • Number of seminars, workshops, on-site consultations, and special programs completed in the healthcare industry, • Percentage change in injuries and illnesses compared to number of workers in the healthcare industry.
Data Source(s)	OIS, Injury/Illnesses data: Alaska State Workers Compensation <i>lost time</i> claims, and Employment data: Alaska State Department of Labor and Workforce Development
Baseline	<ul style="list-style-type: none"> • FY2012-2016 average healthcare industry <i>lost time</i> injury and illness rate was 1.34 per 100 employees. • FY2020 target goal is 1.29 per 100 employees, a decrease of 4% or 0.05 from base per 100 employees.

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

Comment	The target goal incorporates the 2% reduction required for each year of the FY19-23 AKOSH Strategic Plan resulting in a cumulative decrease of 0.13 per 100 employees for the 5-year period of the strategic plan.
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Performance Strategy Outcomes:

23(g)	Enforcement:		Consultation:		
	Quarter	# Inspections	# Visits	# Compliance Assistance	Total Affected
	1 st	2	0	0	0
	2 nd	11	0	3	37
	3 rd	1	0	1	1
	4 th	11	0	0	0
	FY20 Total	25	0	4	38

21(d)	Consultation:			
	Quarter	# Visits	# Compliance Assistance	Total Affected
	1 st	11	36	132
	2 nd	15	13	73
	3 rd	12	12	362
	4 th	10	1	1
	FY20 Total	48	62	568

Note: Compliance Assistance includes conferences & seminars, formal training, interpretations and outreach assistance

FY20 Annual Goal Target = 1.29 /100 employees

FY20 Actual Outcome = 1.24 / 100 employees

Comments: AKOSH has achieved the performance goal for healthcare industry lowering the lost time injuries and illnesses rate by at least 2% from the FY 2019 annual target goal rate. Despite the current pandemic, Consultation and Training services has reached the strategic goal by conducting at least 30 consultation and training visits. However, enforcement has not reached the strategic goal due to the pandemic and statewide travel restrictions, closed businesses and reduced work activities affecting inspection activities. See section VI *COVID-19 Related: Activities and Impact* of this report.

Annual Performance Goal # 1.4	Reduce the lost time injuries and illnesses rate in seafood processing industry sector (NAICS 31171-311712, 42446-424460, and 445220) as determined by the number of injuries illnesses per hundred employees by 2%.
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Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

Strategy	<ul style="list-style-type: none"> • Conduct scheduled inspections in seafood processing industry paying particular attention to worksites where “falling”, “caught in or between” and “pinch-point” (including amputation) incidents are most likely to happen. • Focus consultation and outreach efforts on the causes of “falling”, “caught in or between”, and “pinch-point” (including amputation) incidents. • Target training and consultations toward those activities most likely to experience “falling”, “caught in or between” and “pinch-point” (including amputation) incidents.
Performance Indicator(s)	<ul style="list-style-type: none"> • 15 completed enforcement inspections in seafood processing industry sector and 8 consultation and training visits, • Percentage change in injuries and illnesses compared to number of workers in seafood processing industry sector.
Data Source(s)	OIS, Injury/Illnesses data: Alaska State Workers Compensation lost time claims, and Employment data: Alaska State Department of Labor and Workforce Development
Baseline	<ul style="list-style-type: none"> • FY2012-2016 average seafood industry loss time injury illness rate was 4.30 per 100 employees. • FY2020 target goal is 4.13 per 100 employees, a decrease of 4% or 0.17 from base per 100 employees.
Comment	The target goal incorporates the 2% reduction required for each year of the FY19-23 AKOSH Strategic Plan resulting in a cumulative decrease of 0.43 per 100 employees for the 5-year period of the strategic plan.

Performance Strategy Outcomes:

Enforcement:

23(g)	Quarter	# Inspections
	1 st	0
	2 nd	0
	3 rd	1
	4 th	8
	FY20 Total	9

Consultation:

21(d)	Quarter	# Visits	# Compliance Assistance	Total Affected
	1 st	3	1	34
	2 nd	0	1	1
	3 rd	5	3	3
	4 th	2	0	0
	FY20 Total	10	5	38

Note: Compliance assistance includes conferences & seminars, formal training, interpretations and outreach assistance

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

FY20 Annual Goal Target = 4.13 /100 employees

FY20 Actual Outcome* = 5.86 / 100 employees

Comments: Despite current pandemic, Consultation and Training services has reached the strategic goal by conducting at least 8 consultation and training visits in seafood processing industry. However, overall AKOSH has not achieved the performance goal to reduce the lost time injuries and illnesses rate from FY19 annual target goal for seafood processing industry. Furthermore, enforcement has not reached the strategic goal due to the current pandemic and statewide travel restrictions, closed businesses and reduced work activities affecting inspection activities. See section VI *COVID-19 Related: Activities and Impact* of this report.

Annual Performance Goal # 1.5a	Initiate inspections of fatalities and catastrophes within one (1) working day and other reportable incidents of two or less hospitalizations within five (5) working days for 100% of occurrences.
Strategy	Initiate inspections of fatalities and incidents where three or more workers are hospitalized within one (1) working day and where one or two workers are hospitalized within five (5) working days.
Performance Indicator(s)	Percent of FAT/CAT with inspections initiated within 1 day for fatalities and incidents of 3 or more hospitalizations and within 7 working days for incidents of 2 or less hospitalizations.
Data Source(s)	OIS
Baseline	100% within time limits (FY 2017)
Comment	<ul style="list-style-type: none"> • The threshold of three or more hospitalizations meets the federal standards for a catastrophe and the threshold of one to two hospitalizations meets state requirements. • Investigations delayed due to limitations that exist in Alaska such as weather, lack of roads, and travel restrictions, will not be counted against the percentage. However, an investigation will be initiated as soon as conditions permit. • Hospitalizations equates to an in-patient overnight stay of at least one night.

Performance Strategy Outcomes:

Quarter	1 st	2 nd	3 rd	4 th	FY20 Totals	% Within Time Limits
<i>Fatalities:</i>						
Total # Fatalities:	1	0	0	1	2	100%
# Within 1 Day:	1	0	0	1	2	
% Within 1 Day:	100%	0%	0%	100%	100%	
<i>Catastrophes:</i>						

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

Quarter	1 st	2 nd	3 rd	4 th	FY20 Totals	% Within Time Limits
3 or more patients:	0	0	0	0	0	
# Within 1 Day:	0	0	0	0	0	
% Within 1 Day:	0%	0%	0%	0%	0%	
<i>Hospitalizations:</i>						
2 or less patients:	5	3	2	4	14	
# Within 5 Days*:	5	3	2	4	14	
% Within 5 Days*:	100%	100%	100%	100%	100%	
*(Working days) – or meets requirement for delay.						

Notes: None

Comments: AKOSH has met this annual performance goal.

Annual Performance Goal # 1.5b	Initiate inquiries within one (1) working day or conduct inspections within five (5) working days for 100% of formal complaints.
Strategy	Initiate inspections within five (5) working days or investigation within one (1) working day of worker complaints for 90% of the cases.
Performance Indicator(s)	Percent of formal complaint inquiries initiated within 1 working day and inspections within 5 working days.
Data Source(s)	OIS
Baseline	100% within time limits (FY 2017)
Comment	Inspections will be initiated as soon as conditions permit; but, when necessarily delayed due to weather or other travel restrictions beyond AKOSH control, they will be excluded from this measure.

Performance Strategy Outcomes:

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

Quarter	1 st	2 nd	3 rd	4 th	FY20 Totals	% Within Time Limits
<i>Complaint Inquiries:</i>						
# Inquiries:	6	16	31	14	67	97%
# Within 1 Day:	5	15	29	14	63	
% Within 1 Day:	83%	94%	94%	100%	94%	
<i>Complaint Inspections: (On-site)</i>						
# Inspections:	21	19	9	17	66	
# Within 5 Days*:	21	19	9	17	66	
% Within 5 Days*:	100%	100%	100%	100%	100%	

*(Working days) – or meets requirement for delay.

Comments: Referencing measure 2A on MAMM, AKOSH has met the outcome goal for conducting timely inspections based on the received complaints, and it has improved response time to initiate complaint inquiries.

Annual Performance Goal # 1.5c	Reduce the backlog of docketed cases from previous years
Strategy	Track the average days pending and dedicate one day a week to work on the oldest case(s)
Performance Indicator(s)	<ul style="list-style-type: none"> • Reduction in backlog of docketed cases from previous years • Change in average days pending
Data Source(s)	Web IMIS and report from Discrimination officer(s)
Baseline	908 average days pending in FY 2018 and 33% completed cases within 90 days
Comment	None

	<i>Pending from 2018</i>	1st Quarter	2nd quarter	3rd quarter	4th quarter	FY20 Total
Inquiries		40	41	44	38	163
Predocketed		22	24	13	18	77
Admin Closed		18	17	69	20	124
New Cases**		8	10	8	10	36
Completed Cases		1	2	1	2	6
Dismissed		--	--	--	1	1
Withdrawn		--	2	--	--	2
Settled		1	--	--	1	2
Merit		--	--	1	--	1

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

	<i>Pending from 2018</i>	1st Quarter	2nd quarter	3rd quarter	4th quarter	FY20 Total
Average Days to Complete	908*	574*	624*	680*	679*	
Pending Cases		60*	68*	76*	87*	87
Pending Inherited Cases		20*	20*	19*	19*	19*

Performance Strategy Outcomes:

Note: * - this number reflects a running number

** The term *case* means it has been docketed and assigned a case number.

Comments: AKOSH has lowered the average days to complete 11c cases from 908 to 679 days. The percentage of completed 11c cases within 90-day time limit in FY 2020 is 80%. Please see section VII *Significant Activities* for AKOSH Whistleblower program struggles and achievements.

Annual Performance Goal # 1.5d	Focus a minimum of 5% of AKOSH enforcement inspection resources toward public sector work sites.
Strategy	Conduct scheduled inspections of public sector employers
Performance Indicator(s)	15 completed enforcement inspections in the public sector in comparison to the overall number of enforcement inspections conducted
Data Source(s)	OIS
Baseline	13% or 22 enforcement inspections of the 167 total enforcement inspections conducted in public sector in FY 2018.
Comment	None

Performance Strategy Outcomes:

Year	Running Total % of public sector inspections
FY19	4.6%
FY20	7.3%
FY21	<i>not due until FY21</i>
FY22	<i>not due until FY22</i>
FY23	<i>not due until FY23</i>
Strategic Plan Period FY19-23	<i>not due until the end of 5-year period</i>

Comments: As a result of completing 15 enforcement inspections in public sector, AKOSH has reached the performance goal achieving a minimum of 5% of all inspections conducted in public sector.

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

AKOSH Five Year Strategic Goal 2:

Promote a safety and health culture in the Alaskan workplace (both public and private sectors) through compliance assistance, cooperative programs, and consultation assistance.

Annual Performance Goal # 2.1a	Develop and deliver training to workers and employers in the construction industry that target the most likely causes of injuries, illnesses, and fatalities.
Strategy	<ul style="list-style-type: none"> • Develop and deliver training to workers and employers in the construction industry, • Target outreach training and consultations towards those activities most likely to cause “caught in or between”, “struck by” or “falling” injuries or fatalities.
Performance Indicator(s)	Number of formal and informal training events conducted in construction and number of employees trained.
Data Source(s)	OIS and Report from Chief of Consultation and Training
Baseline	674 workers trained in FY 2017 (all industrial categories combined)
Comment	The combined annual goal for 2.1.a, 2.1.b, 2.1.c and 2.1.d is to train at least 1800 workers in all NAICS (including public sector).
Annual Performance Goal # 2.1b	Develop and deliver training to workers and employers in the healthcare industry that targets the most likely causes of injuries, illnesses, and fatalities.
Strategy	<ul style="list-style-type: none"> • Develop and deliver training to workers and employers in the healthcare industry, • Target outreach training and consultations towards those activities most likely to cause injuries or fatalities due to “slips, trips, and falls”, “overexertion and bodily reaction”, “contact with objects” and “workplace violence”.
Performance Indicator(s)	Number of formal and informal training events conducted in the healthcare industry sector and number of employees trained.
Data Source(s)	OIS and Report from Chief of Consultation and Training
Baseline	674 workers trained in FY 2017 (all industrial categories combined)
Comment	The combined annual goal for 2.1.a, 2.1.b, 2.1.c and 2.1.d is to train at least 1800 workers in all NAICS (including public sector).
Annual Performance Goal # 2.1c	Develop and deliver training to workers and employers in the seafood industry that target the most likely causes of injuries, illnesses, and fatalities.

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

Strategy	<ul style="list-style-type: none"> Develop and deliver training to workers and employers in the seafood industry, Target outreach training and consultations towards those activities most likely to cause “falling”, “caught in or between” and “pinch point” (or amputation) incidents.
Performance Indicator(s)	Number of formal and informal training events conducted in seafood industry sector and number of employees trained.
Data Source(s)	OIS and Report from Chief of Consultation and Training.
Baseline	674 workers trained in FY 2017 (all industrial categories combined)
Comment	The combined annual goal for 2.1.a, 2.1.b, 2.1.c and 2.1.d is to train at least 1800 workers in all NAICS (including public sector).

Annual Performance Goal # 2.1d	Develop and deliver training to workers and employers in all sectors, including public sector that targets the most likely causes of injuries, illnesses, and fatalities.
Strategy	<ul style="list-style-type: none"> Develop and deliver training to workers and employers in public sector, Target outreach training and consultations toward public sector.
Performance Indicator(s)	Number of formal and informal training events conducted in public sector and number of employees trained.
Data Source(s)	OIS and Report from Chief of Consultation and Training.
Baseline	674 employees trained in FY 2017 (all industrial categories combined)
Comment	The combined annual goal for 2.1.a, 2.1.b, 2.1.c and 2.1.d is to train at least 1800 workers in all NAICS (including public sector).

Performance Strategy Outcomes:

Training Events*:

Qtr	# Formal/Informal Training Events in Construction	# Formal/Informal Training Events in Healthcare	# Formal/Informal Training Events in Seafood Processing
1 st	25	11	3
2 nd	18	15	0
3 rd	1	17	4
4 th	8	5	0
Totals	52	48	7

Employees Trained*:

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

Qtr	# in Construction	# in Healthcare	# in Seafood Processing	# Trained Employees (all NAICS including public sector)
1 st	170	134	53	675
2 nd	209	127	0	1,477
3 rd	291	174	18	698
4 th	211	110	0	545
Totals	881	545	71	3,395

Note: None

Comment: AKOSH has exceeded the goal of training at least 1800 workers in FY 2020 in all industries and in both private and public sectors.

Annual Performance Goal # 2.2a	Promote cooperative/partnership agreements and recognition programs as a means of lowering accident/fatality rates: maintain at least 11 VPP sites (both in public and private sector) over the course of the strategic plan
Strategy	<ul style="list-style-type: none"> • Promote the benefits of the program during enforcement inspections or consultation visits, • Conduct promotional activities at a minimum of two industry trade fairs and conferences during FY 2020, • Target promotional activity towards those businesses most likely to participate.
Performance Indicator(s)	<ul style="list-style-type: none"> • 11 VPP sites, • Number and type of promotional activities accomplished
Data Source(s)	OIS, AKOSH annual report and a report from Chief of Consultation and Training
Baseline	9 VPP sites (5-year strategic plan baseline, no annual baseline) in FY 2017

Performance Strategy Outcomes:

Qtr	Number of VPP participants at beginning of FY20:	9
	Number of VPP participants at end of this report period:	7
# of New Sites		
1 st		0
2 nd		0
3 rd		0
4 th		-2
Total		-2

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

List of VPP Sites	
1	Alaska Clean Seas – North Slope
2	Arctic Slope Regional Corporation (ASRC) Energy Services Grind and Inject Plant & Oily Water Injection Facility – North Slope
3	ConocoPhillips Alaska, Inc. – Alpine Field – Alpine Operations
4	ConocoPhillips Alaska, Inc. – Kuparuk Area - Kuparuk
5	Fairbanks Memorial Hospital - Fairbanks
6	Insulfoam, Inc (Premier Industries) - Anchorage
7	UniSea, Inc – Dutch Harbor

Notes: In first quarter AKOSH Consultation and Training had one (1) VPP renewal.
 In second quarter AKOSH had one (1) VPP renewal.
 In third quarter AKOSH had one (1) VPP renewal: Insulfoam renewed through 2023
 In fourth quarter AKOSH lost two BP sites: BP Exploration (Alaska – Central Power Station on North Slope and BP Exploration (Alaska) Gas Plants – Central Compression Plan & Gas Facility on North Slope. Since BP was bought out by Hilcorp, under *VPP AK Manual* Hilcorp will need to apply for VPP in order to put these sites back on VPP program.

Comments: The goal was 11 VPP sites. AKOSH started FY 2020 with 9 VPP sites, however, two (2) sites were bought by another corporation. Therefore, AKOSH has ended year with 7 VPP sites.

Annual Performance Goal # 2.2b	Establish or maintain at least one partnership agreement in construction, healthcare, seafood processing or the public sector over the course of the strategic plan.
Strategy	<ul style="list-style-type: none"> • Promote the benefits of the program during enforcement inspections or consultation visits, • Conduct promotional activities at a minimum of two industry trade fairs and conferences in FY 2020, • Target promotional activity towards those businesses most likely to participate.
Performance Indicator(s)	<ul style="list-style-type: none"> • Number of partnership agreements, • Number and type of promotional activities accomplished.
Data Source(s)	OIS, AKOSH annual report and a report from Chief of Consultation and Training
Baseline	One (1) partnership agreement in construction in FY 2017
Comment	The goal is to maintain at least one (1) partnership agreement in any of the targeted categories during each year over the 5-year strategic plan period.

Performance Strategy Outcomes:

Current number of partnership agreements in FY20:

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

1 – Construction Partnership Agreement: AK CHASE (Construction Health and Safety Excellence program)

List of Participants in Alaska CHASE Program	
Gold Level	Watterson Construction Dawson Construction Cornerstone General Contractors, Inc.
Blue Level	Vannoy Electric Alaska Specialized Constructors H-5 Construction

Notes: In third quarter AKOSH gained 1 new blue-level CHASE participant H-5 Construction, and two gold-level renewals: Watterson Construction and Cornerstone General Contractors, Inc. In fourth quarter Dawson Construction renewed CHASE certification at Gold level. Ceremony was held in Juneau, AK, in September of 2020. H-5 Construction CHASE ceremony was held in Anchorage, AK, in July of 2020 at General Contractor site.

Comments: The baseline was 1 partnership agreement. AKOSH continued to meet the goal of maintaining the CHASE partnership agreement.

AKOSH Five Year Strategic Goal 3:

Secure public confidence through excellence in the development and delivery of AKOSH enforcement and consultation and training programs and services.

Annual Performance Goal # 3.1a	Work with OSHA Training Institute and Region X and other sources to access training for compliance and consultation staff in basic and specialized subjects necessary to effectively carry out the AKOSH strategic plan.
Strategy	<ul style="list-style-type: none"> • AKOSH will report quarterly on staff training activities, accomplishments, and anticipated problems in accomplishing the goal. • AKOSH will ensure compliance officer core competency training is completed within the required timeframe of three years as outlined in AKOSH PD 16-02. • AKOSH will ensure compliance officers that investigate whistleblower complaints complete required training.

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

Performance Indicator(s)	<ul style="list-style-type: none"> • Identification of required training courses for compliance and consultation staff in accordance with OSHA Instruction TED 01-00-019 as amended by AKOSH PD 16-02 and the AKOSH Training Plan, • Identification of required training courses for investigators of whistleblower complaints, • Timely completion of required courses by compliance and consultation staff, • Number of staff trained who had been on board with AKOSH for at least 3 years and who had completed all required courses in a timely manner, • Staff attendance at professional development courses, seminars and conferences.
Data Source(s)	AKOSH annual report and reports from Chief of Consultation and Training, Training Coordinator and Chief of Enforcement.
Baseline	<p>At the end of FY 2017 AKOSH had three (3) safety and health compliance officers in enforcement who were on board with AKOSH for at least three (3) years and who had completed all required initial training courses in accordance with PD 16-02.</p> <p>AKOSH had four (4) safety and health compliance officers with Whistleblower Investigation Fundamentals class.</p>

Performance Strategy Outcomes:

OTI Courses for FY20

OSHA 1000 – Initial Compliance Completed – 10/22-31/2019
2 – Enforcement

OSHA 1412 – Legal Aspects of OSHA Managers Completed – 12/3-12/2019
1 – Chief of Enforcement

OTI Webinar Courses

OSHA 0035 – Permit Space Entry Options Specified in 29 CFR 1910.146 Completed – 3/9/20, 4/2/20 &
3 – Consultants 9/23/20

OSHA 0015 – Powered Industrial Vehicles: Operational Hazards & Applicable Standards
3 – Consultants Completed – 3/9/20, 4/1-13/20* &
1 - Enforcement 9/3/20

OSHA 0095 – Electrical Hazards Overview Completed – 3/10/20, 4/23/20,
4 – Consultants 4/30/20, 8/28/20

OSHA 0136 – Scaffolding Erection & Dismantling Completed – 3/11/2020 & 4/6/2020
2 – Consultants

OSHA 0109 – Revised Reporting Requirements Completed – 3/11/2020 & 8/27/2020

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

2 – Consultants

OSHA 0097 – Confined Space in Construction Completed – 3/11/2020

1 – Consultant

OSHA 0017 – New Walking-Working Surfaces & PPE (Fall Protection) Rule

1 – Consultant

Completed – 3/11/2020

OSHA 2548 – Machine Guarding & Hazardous Energy Control

3 – Consultants

Completed – 3/11/20, 4/7/20 &
9/2/20

OSHA 0073 – Find the Data: Navigating the BLS website

2 – Consultants

Completed – 3/12/2020 & 8/27/2020

OSHA 1008 – Introduction to OSHA for New Hires

2 – Consultants

Completed – 3/12/2020 & 8/24/2020

OSHA 0077 – Transitioning to Safer Chemicals

1 - Consultant

Completed – 4/10/2020

OSHA 0068 – Documenting Heat Stress Violations

1 – Consultant

Completed – 4/2/2020

OSHA 0123 – Lockout/Tagout-Minor Servicing Alternatives

1 – Consultant

Completed - 4/3/2020

OSHA 0117 – New Walking Surfaces and PPE (Fall Protection) Rule

2 – Consultants

Completed 4/3-14/2020

OSHA 0048 – OSHA’s Office of Occupational Medicine & Enforcement Cases

1 – Consultants

Completed – 4/4/2020

OSHA 1230 – Accident Investigation (Online portion)

5 – Consultants

2 – Enforcement

Completed - 4/6-6/1/2020*

OSHA 0098 – Hazard Communication 2012 Compliance Directive

1 - Consultants

Completed - 4/6/2020

OSHA 0152 – Respirable Crystalline Silica: Compliance Directive & NEP

1 – Consultant

Completed – 4/6/2020

OSHA 0102 – Aerial Lifts in Construction Industry

1 - Consultant

Completed – 4/8/2020

OSHA 0069 – Recognizing Failures in Machine Safeguarding Systems (Control Reliability)

1 - Consultant

Completed – 4/8/2020

OSHA 0085 – Occupational Asthma and the Isocyanate NEP

Completed – 4/8/2020

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

1 - Consultant

OSHA 0089 – OSHA’s Response to Ebola in the Workplace Completed – 4/8/2020
1 - Enforcement

OSHA 0039 – Seaman’s Protection Act – Whistleblower Issues Completed – 4/9/2020
1 - Enforcement

OSHA 0156 - Electrical Hazards in General Industry Completed – 4/9/2020
2 – Consultants

OSHA 0070 – OSHA Logs: How to use them Completed – 4/9/2020
1 - Consultant

OSHA 3118 – Fall Protection Completed - 4/10-28/20, 7/29/20 &
4 – Consultants 9/3/20
1 - Enforcement

OSHA 3018 – Excavation, Trenching, and Soil Mechanics Completed – 4/10-28/2020*
1 - Consultant
1- Enforcement

OSHA 0001 – Cranes and Rigging Safety for Constructions Completed – 4/10/2020
2 - Consultants

OSHA 0002 – The Control of Hazardous Energy Completed – 4/10/2020
1 – Consultant

OSHA 0005 – Employer Payment for Personal Protective Equipment Completed – 4/10/2020
1 - Consultant

OSHA 2208 – Industrial Noise Completed - 4/10-28/2020
2 - Consultants

OSHA 0129 – OSHA Enforcement Guidance for Upstream Oil & Gas Completed – 4/10/2020
1 - Enforcement

OSHA 0151 – Tank Gauging Completed – 4/10/2020
1 - Enforcement

OSHA 0056 – Revised Hazard Communication Standard Aligning with GHS Completed – 4/10/2020
1 - Enforcement

OSHA 0007 – Process Safety Management of Reactive Hazards Completed – 4/13/2020
1 - Consultant
1 - Enforcement

OSHA 0014 – Process Safety Management of Ammonia Refrigeration Completed – 4/13/2020 & 4/15/2020

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

3 - Enforcement

<u>OSHA 0017 – Process Safety Management of Chlorine Hazards</u> 1 - Enforcement	Completed – 4/13/2020
<u>OSHA 2218 – Principles of Industrial Ventilation</u> 1 - Consultant	Completed – 4/14/2020
<u>OSHA 0026 – H1N1 Compliance Directive</u> 1 - Consultant	Completed – 4/15/2020
<u>OSHA 2228 – Respiratory Protection</u> 2 - Consultant	Completed – 4/15/2020
<u>OSHA 0118 – PSM RAGAGEP Enforcement and Revised ChemNEP (Parts 1 & 2)</u> 1 - Enforcement	Completed – 4/16/2020
<u>OSHA 2268 – Permit-Required Confined Space Entry</u> 2 – Safety Consultants	Completed – 4/17/2020 & 8/17/2020
<u>OSHA 2348 – Fundamentals of Occupational Biohazards</u> 2 – Consultants 1 – Enforcement	Completed – 4/17/2020
<u>OSHA 0137 – Air Sampling Strategies</u> 1 - Enforcement	Completed – 4/20/2020
<u>OSHA 0110 – Electrical Hazards in Construction</u> 1 - Consultant	Completed – 4/20/2020
<u>OSHA 0145 – OSHA Priority: Trenching & Excavation</u> 1 - Enforcement	Completed – 4/20/2020
<u>OSHA 0157 – Confined Spaces in General Industry</u> 3 - Consultants	Completed – 4/20/2020
<u>OSHA 2225 – Respiratory Protection</u> 3 – Consultants	Completed – 4/20/2020 & 6/29/2020
<u>OSHA 3038 – Concrete, Forms, and Shoring</u> 1 - Consultant	Completed – 4/21/2020
<u>OSHA 3068 – Safety and Health for Grain Handling Operations</u> 1 - Consultant	Completed – 4/22/2020
<u>OSHA 0086 – Recordkeeping Audit Training for VPP Managers & Team Leaders</u> 1 - Consultant	Completed – 4/22/2020
<u>OSHA 3088 – Principles of Scaffolding</u>	Completed – 4/24/20, 6/10/20 &

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

4 – Consultants	9/11/20
<u>OSHA 0110 – Electrical Hazards in Construction</u> 3 – Consultants 1 – Enforcement	Completed – 4/27/2020 & 5/4/2020
<u>OSHA 3108 – Applied Spray Finishing and Coating Principles</u> 2 - Consultants	Completed – 4/27/2020 & 6/10/2020
<u>OSHA 2078 – Fire Protection and Life Safety</u> 1 - Consultant	Completed – 4/27/2020
<u>OSHA 3328 – Combustible Dust Hazards and Controls</u> 2 - Consultants	Completed - 4/29-6/19/2020*
<u>OSHA 0059 – OSHA Workplace Violence</u> 1 - Consultant	Completed – 4/30/2020
<u>OSHA 0027 – Recordkeeping NEP Interviewing Webinar</u> 1 - Consultant	Completed – 5/1/2020
<u>OSHA 0043 – FDA Training for OSHA CSHOs</u> 1 - Consultant	Completed – 5/5/2020
<u>Written Communication for Whistleblower Investigation</u> 1 - Enforcement	Completed – 5/19-21/2020
<u>OSHA 2348 – Fundamentals of Occupational Biohazards</u> 1 - Consultant	Completed - 5/20/2020
<u>OSHA 2218 – Principles of Industrial Ventilation</u> 1 - Consultant	Completed - 5/20/2020
<u>OSHA 0049 – Overview of Hydraulic Fracturing</u> 1 - Consultant	Completed - 5/21/2020
<u>OSHA 3068 – Safety and Health for Gran Handling Operations</u> 1 - Consultant	Completed – 6/1/2020
<u>OSHA 1000 – Initial Compliance</u> 1 – Enforcement	Completed – 6/9/2020
<u>OSHA 0146 – Rapid Response Investigations (RRI) Inspections</u> 2 – Enforcement	Completed - 6/20/2020
<u>OSHA 0037 – Fall Protection in Residential Construction</u> 1 – Consultant	Completed – 6/24/2020

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

<u>OSHA 0040 – FDA Food Safety Modernization Act (FSMA)</u> 1 – Consultant	Completed – 6/24/2020
<u>OTI Course Mill Training for OSHA Training</u> 1 – Training Coordinator	Completed – 7/22/2020
<u>OSHA 1501 – Introduction to On-site Consultation</u> 2 – Safety Consultants	Completed – 8/21/2020 & 9/25/2020
<u>OSHA 2221 – Respiratory Protection</u> 2 – Safety Consultants	Completed – 8/22/2020 & 8/24/2020
<u>OSHA 0033 – Construction Targeting</u> 1 – Enforcement	Completed – 9/14/2020
<u>OTI Course Mill Training for OSHA Training Coordinators</u> 1 – Project Assistant	Completed – 9/16/2020
<u>OSHA 0018 - OSHA FOM, Chapter 15 Legal Issues</u> 1 – Whistleblower Investigator 1 – Enforcement IH	Completed – 9/18/2020 & 9/22/2020
<u>OSHA 0158 – COVID-19 Interim Enforcement Response Plan</u> 1 – Chief of Enforcement	Completed – 9/22/2020
<u>OSHA 0141 – New OSHA Weighting System (Managers)</u> 1 – Chief of Enforcement	Completed – 9/23/2020
<u>OSHA 0155 – Willful Violations</u> 1 – Chief of Enforcement	Completed – 9/23/2020
<u>OSHA 2001 – Construction Standards</u> 1 – Safety Consultant	Completed – 9/25/2020

Courses through University of Washington

<u>OSHA 501 - Update for General Industry Outreach Trainers</u> 1 – Enforcement 1 – Chief of Consultation and Training	Completed – 10/2-4/2019
<u>OSHA 511- Safety Standards for General Industry</u> 6 – Consultants 1 - Enforcement	Completed – 10/7-10/2019 and 2/10-13/2020
<u>OSHA 500- Trainer Course for Construction</u> 1 – Consultant	Completed – 10/21-24/2019
<u>OSH Trainer Course for General Industry</u> 1 – Consultant	Completed – 11/4-7/2019

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

<u>OSHA 2264 - Permit-Required Confined Space Entry</u> 3 – Enforcement	Completed – 12/2-4/2019
<u>OSHA 521 – Guide to Industrial Hygiene</u> 1 – Consultant	Completed – 3/16-19/2020
<u>OSHA 2045 – Machinery & Machinery Guarding Standards</u> 3 – Consultants	Completed – 12/2-4/2019
<u>OSHA 510 – OSH Standards for the Construction Industry</u> 1 – Training Coordinator	Completed – 9/21-24/2020
<u>Other (including In-house)</u>	
<u>EPA/AHERA Inspection Refresher sponsored by EMI</u> 1 – Enforcement 1 – Consultant	Completed – 11/7/2019 & 1/7/2020
<u>Asbestos Abatement Renewal sponsored by EMI</u> 1 – Consultant	Completed – 1/9/2020
<u>Hazardous Painter Certification sponsored by EMI</u> 1 – Consultant	Completed – 1/22-23/2020
<u>Opioid Training sponsored by BEACON Health & Safety Organization</u> 13 - Consultant	Completed – 1/21/2020
<u>HAZWOPER refresher sponsored by EMI</u> 3 - Enforcement	Completed – 1/6/2020 & 2/6/2020
<u>Asbestos Abatement Certification for Contractors & Supervisors sponsored by EMI</u> 1 – Consultant	Completed – 3/2-6/2020
<u>HAZWOPER sponsored by EMI</u> 1- Enforcement 1 – Consultant	Completed – 2/24-28/2020 & 3/16-20/2020
<u>EPA/AHERA Inspection Certification sponsored by EMI</u> 1 – Enforcement 1 - Consultant	Completed – 3/23-25/2020
<u>Valuing Diversity sponsored by State of Alaska (SOA)</u> 1 – Consultant	Completed 1/30/2020
<u>A Respectful Workplace sponsored by SOA</u> 2 – Consultants	Completed – 2/21/2020 & 3/10/2020
<u>Basic Workplace Security Awareness sponsored by FEMA</u>	Completed – 3/2/2020

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

1 - Consultant

Beyond Safety: Leading Indicators for Health & Wellbeing sponsored by National Safety Council’s Campbell Institute Completed – 4/1/2020

1 - Consultant

Leadership Conference sponsored by Fred Pryor Seminars Completed – 4/9/2020

1 - Consultant

Comments: AKOSH maintains one of the most comprehensive continuing education programs for State of Alaska employees, ensuring that enforcement officers and consultants are current in their knowledge and abilities.

Notes: Starting in third quarter of FY20, due to COVID-19 several OTI and in-person classes were cancelled. Many businesses were closed across the state, resulting in visit cancellations. The State of Alaska implemented telework procedures during this period, and consultants and enforcement officers completed a large number of webinars to remain in compliance with the State’s work-from-home mandate.

Annual Performance Goal # 3.1b	Conduct quarterly self-audits of enforcement and consultation files to evaluate the effectiveness and consistency of services.
Strategy	<ul style="list-style-type: none"> • AKOSH will strive to maintain adequate and accurate inspection/investigation case files. • Problems with files will be corrected and staff will be trained to avoid future issues. • Regular audits will be completed by CSHOs, supervisors and administrative support before reports and citations are sent and/or issued to the employers and before case files are closed to ensure all the appropriate documentations are according to appropriate directives and regulations, and case files are organized and properly maintained.
Performance Indicator(s)	<ul style="list-style-type: none"> • Percentage of case files and inspections reviewed • Annual reviews conducted by federal OSHA are acceptable and problems are addressed in a reasonable time and manner.
Data Source(s)	Reports from Federal OSHA and internal quarterly self-audits.
Baseline	Formal quarterly audits will be established and provided by Chief of Enforcement and Chief of Consultation and Training to audit 10% of total case files and inspections.

Comments: AKOSH Consultation was successful in conducting case file audits. Consultation Program Manager regularly utilized Regional Program Managers for assistance. AKOSH Enforcement was successful in conducting case file audits. The Chief reviews every case that goes to an informal conference and all contested cases. These reviews are extensive and encompass 99% of all enforcement cases.

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

III. 23(g) Program Activities – Total Inspections: Projected vs. Actual

Data Table III

FY 2020 PLANNED

FY 2020 ACTUAL

	Projected		# Inspections		% of Annual Goal	
	Safety	Health	Safety	Health	Safety	Health
Private Sector Inspections	210	100	127	64	60	64
Overall Totals	310		191		62%	

FY 2020 PLANNED

FY 2020 ACTUAL

	Projected		# Inspections		% of Annual Goal	
	Safety	Health	Safety	Health	Safety	Health
Public Sector Inspections	10	10	8	7	80	70
Overall Totals	20		15		75%	

IV. 23(g) and 21(d) Program Activities – Total Consultation Visits: Projected vs. Actual

Data Table IV **Consultation Program Activities 21(d) – Projected vs. Actual**

FY 2020 PLANNED

FY 2020 ACTUAL

	Projected**		# Visits		% of Annual Goal	
	Safety	Health	Safety	Health	Safety	Health
Private Sector Visits						
Construction	70		95		135	
Healthcare	30		48		160	
Seafood	8		10		125	
Other than Above	142		130		91	
Total	200	50	225	58	112	116
Overall Totals	250		283		113%	

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

Consultation Program Activities 23(g) – Projected vs. Actual

FY 2020 PLANNED

FY 2020 ACTUAL

	Projected**		# Visits		% of Annual Goal	
	Safety	Health	Safety	Health	Safety	Health
Public Sector						
Visits	70	15	41	9	58	60
Overall Totals	85		50		58%	

Note: ** - These projections are annual.

V. Consultation Emphasis Program Activities for 21(d) – Projected vs. Actual

Data Table V

Activities and Areas of Emphasis		Total Projected*	Total Actual
Emphasis Safety & Health Hazards	Emphasis Hazard: Falls	50	158
	Emphasis Hazard: Amputations	8	13
	Emphasis Hazard – Slips, Workplace Violence, Contact with Objects (in healthcare)	30	9
	Emphasis Hazard: Crystalline Silica	3	40
SHARP and Pre-SHARP (21d)**	SHARP sites at the beginning of FY20		6
	New SHARP sites	5	0
	SHARP renewals	2	2
	SHARP sites at the end of FY20	11	6
	Pre-SHARP sites in FY20	2	1
Compliance Assistance Activities**		20	233

Notes: * Projections are annual

** Activities are not associated with a consultation and training visit; these activities consist of doing outreach, attending conferences, providing telephonic information, researching information for employers, guest speaking, writing articles.

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

Comments: Influx of total Crystalline Silica actual program activities was due to impact of AKOSH adopting Crystalline Silica NEP in FY2020.

VI. COVID-19 RELATED: Activities and Impact

1. Activities:

In May:

- Consultation health consultant was the guest speaker at the Virtual American Society of Safety Professionals (ASSP) conference. She spoke on *Opening Alaska Safety During COVID-19*.
- Consultation health consultant wrote an article *Office Hygiene During COVID-19* for TRENDS Magazine.
- COVID-19 letters were sent to over 100 small businesses throughout Alaska informing them of Consultation and Training services.

In June:

- Consultation safety consultant wrote an article *Construction Site Best Practices during COVID-19* for TRENDS Magazine

In August:

- Consultation conducted a social media campaign on the topic of, “How to slow the spread of COVID-19 during youth sports games.” A checklist for coaches on how to protect players was also posted on social media.

Since the beginning of COVID-19 pandemic in March of 2020, AKOSH enforcement had responded to 59 formal and non-formal complaints and opened 4 related to COVID-19 inspections.

2. Impact:

In Third Quarter:

- Number of cancelled C&T visits due to COVID-19 – 10
- Number of postponed C&T visits due to COVID-19 - 13
- Course Cancellations:
 - OSHA 3095 Electrical Standards
 - OSHA 1310 Investigative Interviewing Techniques
 - OSHA 1230 Accident Investigation
- Conference Cancellations:
 - Governor’s Safety and Health Conference
 - VPP Conference
 - OSHCON Conference
 - OSHSPA Conference

In Fourth Quarter:

- Number of cancelled C&T visits due to COVID-19 – 11
- Number of postponed C&T visits due to COVID-19 - 11
- Responded to 55 emails or phone calls related to COVID-19
- The Department of Labor Commissioner published a newsletter featuring Consultation and Training outreach and consultation efforts in assisting employers with technical questions regarding business operations during a COVID-19 pandemic.

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

Since the beginning of COVID-19 pandemic in March of 2020, statewide limitations and restrictions were placed on travel activities. To meet statewide mandates CSHOs significantly increased travel by car to the for inspections or consultation and training visit rather than by flying. In time period from March to October 2020 some Alaskan small villages and small towns were closed for travelers, thus, limiting access for officers to conduct onsite inspections or forcing employers to delay consultation visit. Some Alaskan businesses and projects were on lockdown, thus, limiting activities for CSHOs to conduct on-site enforcement inspections. These cases were handled with an updated, COVID specific inquiry process.

VII. SIGNIFICANT ACTIVITIES

Alaska Occupational Safety and Health:

Chief of Enforcement and Deputy Director attended OSHSPA in Baltimore, Maryland.

During October 26 and 27, 2019, one AKOSH Safety Enforcement officer / 11c investigator attended IBEW Shop Steward Leadership Conference and Safety Summit presenting on *Understanding OSHA Rights and Responsibilities*. In that presentation she discussed workers' rights and responsibilities, protected activity; she also gave an overview of AKOSH.

In the second quarter, AKOSH adopted National Emphasis Program on Amputations in Manufacturing Industries. Letters were sent out to qualifying Alaskan employers.

Enforcement:

In the first quarter, AKOSH created High Hazard Targeting (HHT) list, sending out the letters to 176 addressees on this list.

In December, 2019, AKOSH performed 4 PSM inspections based on complaints received.

In the second quarter, AKOSH penalty structure and calculator had been adjusted to bring Alaska into compliance with federal standards for OSHA state programs.

In February, State of Alaska Department of Law Chief Assistant Attorney General (AAG) provided 2-hr training to enforcement administrative staff. This training was related to properly fulfillment of APRA, i.e. requests for public information and their tracking purposes.

In the same quarter, AKOSH initiated some internal house cleaning to make sure all abatements are accounted for and closed in OIS for older cases. Internal tracking had been reevaluated and revised to tend to the needs to AKOSH.

In the third quarter, enforcement continued improving internal processes by turning an existing tracker into a semi-live tracking system for all UPAs, inspections, and events, which filters into personalized automatic updating trackers for each CSHO. Enforcement is also focusing on past collections by engaging with our AAG's for additional tools since collections is minimally effective. Enforcement also focused on abatement for older cases to facilitate final closure. 95% of forms used by enforcement have been revised/updated for uniformity and to clarify language where ER's have stated "it is confusing". Internal standards for documents, inspections and naming conventions were clarified. A streamlined record-keeping backup process was instituted to ensure

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

compliance with state retention mandates. 90% of documents used by enforcement are now digital and can be generated from OIS. The APRA process has been revised and updated. The AAG's provided APRA specific training to administrative staff to ensure we are meeting specific legal requirements. Our phone system was revamped to provide more clarity for callers reporting incidents or complaints after hours. The previous method was confusing, had a couple of endless circles and had incident reporting as one of the last options. This has been changed as most after hour calls are to report incidents. Asbestos abatement requests were streamlined and standardized. Contested case procedures have been revisited, updated and streamlined by utilizing OIS information to retrieve data. This reduces human error and is much more efficient than hard copy procedures.

In the same quarter AKOSH enforcement staff incorporated training on how to use and implement Microsoft Teams into their daily activities. With the use of MS Teams, the Enforcement section is able to collaborate remotely and able to share pertinent documents and inspections while working in the pandemic environment.

In the fourth quarter AKOSH adopted NEP on Crystalline Silica. With joint efforts of Consultation and Training, Enforcement sent out letters to over 1,000 employers who were operating under defined NEP NAICS codes. These letters explained the specifics of this program and suggested to request AKOSH consultation and training services if needed.

In the same quarter, AKOSH Whistleblower Investigator facilitated several processes to enhance the functionality of 11c state program. The followings are currently in works:

- settling processes, as more complex cases enter the arena of 11c,
- when warranted, process of case transfers to SOA Department of Law to explore the resolution(s)
- referring some of the cases to Fed OSHA. This has been successful in FY20 with three (3) complainants.

AKOSH Whistleblower Investigator also strategized how to address the current state of the AKOSH whistleblower program. Even though AKOSH was able to meet the annual goal in FY20 to lower the average days to complete 11c cases, AKOSH Whistleblower Investigator continues struggling with an overwhelming workload for a single investigator to process the constant influx of inquiries and referrals, while docketing new cases, leaving investigative time to be spread over many new and old cases, resulting in not being able to move many cases to resolution. Additionally, as backlog cases age, they become more difficult to work on: some complainants lose interest, while others are actively keeping in touch. One Office Assistant II was assigned to AKOSH Whistleblower Investigator to assist with data entry into IMIS for reporting purposes.

Furthermore, in the fourth quarter, Enforcement upgraded its gear and safety and IH tools and equipment. It also purchased a multi-layered coat for each CSHO. This coat meets requirement of Federal OSHA for officers to be easily identifiable and visible in the field. Some of newly purchased IH equipment can now be calibrated in-house. In general, this big purchase involved Department of Administration Management Services and multi-level approvals from Procurement Specialists.

In the same quarter AKOSH revisited its collection program. Chief of Enforcement, senior CSHO and Project Assistant met weekly with AKOSH current collection agency's Program Coordinator to go over the current processes, some ideas for process improvement, exploration of Department of Law involvement with difficult-to-collect cases, client portal development and better reporting to AKOSH. This project is ongoing, and bi-weekly meetings are scheduled throughout the rest of 2020.

Consultation and Training:

In the first quarter, Consultation and Training started uploading safety training videos to the AKOSH Consultation and Training website for public viewing. Trainings on topics such as excavation and trenching, sprains and strains, falls, respiratory protection and many more are available for viewing.

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

In the same quarter, two (2) of AKOSH consultants received Outreach Trainer’s card to teach the 10-hour and 30-hour class: one is in the Construction industry, another one is in the General Industry.

In November, one of AKOSH Industrial Hygienist passed the Certified Safety Professionals exam. Now both AKOSH Consultation and Enforcement sections have CSP on board.

In December, one company Lynden Transport was approved as Pre-SHARP.

In the second quarter, Chief of Consultation and Training published a VPP Newsletter for VPP participants on the State of Alaska Consultation and Training website. From now on the VPP newsletter will be published quarterly.

In January, Consultation conducted two (2) CHASE Awards ceremonies for participants. Deputy Director, Chief of Consultation and Training, CHASE coordinator and consultation and training staff went to the worksite and presented employers CHASE banner and certificate.

In March, State of Alaska Consultation and Training website was updated to educate and post COVID-19 resources and information. Consultant conducted outreach to employers before the state imposed “hunker-down” order issued by the Governor.

In third quarter, in May, Consultation and Training updated and revised the Consultation and Training Request Form on the State of Alaska AKOSH website.

In June, AKOSH VPP Application for PSM SGE was posted on AKOSH website. Consultation Standard Operating Procedures (SOP) 005 for the CHASE program was approved.

In July Consultation conducted a SHARP renewal ceremony at the Fairbanks Community Foodbank Center in Fairbanks, Alaska.

In August SHARP ceremony was conducted for AK Laser Wash at the job site. LSS Director presented employer with SHARP banner and certificate. Ceremony was delayed due to COVID-19.

AKOSH had the following *outreach efforts*:

- On October 22-23, 2019, one (1) consultant attended the American Society of Safety Professionals Conference,
- On November 4-6, 2019, two (2) consultants attended the 2019 AGC Annual Conference sponsored by Associated General Contractors
- In the same month, one (1) consultant attended the newly annual Maritime Conference and Safety Day sponsored by the Shipping and Maritime industry in Alaska.
- In the second quarter, one consultant was a guest speaker at the Alaska Medical Group Manager’s Association and spoke on Hepatitis B vaccine requests.
- Health Consultant was a guest speaker at the State of Alaska Department of Health & Social Services Community Care Licensing for Assisted Living Facilities. Consultant spoke on Workplace Violence in Healthcare.
- AKOSH Consultation and Training wrote an article on *Slips, Trips, and Falls* written that was published in the *Alaska Trends Magazine*

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

- One safety consultant was the guest speaker at 2020 Public Entity Risk Management seminar, where he spoke on “Introduction to Consultation and Training.”
- In the third quarter, one Consultant attended *Silica Lunch & Learn* sponsored by Associated General Contractors
- In the fourth quarter CHASE members participated in Consultation Safe & Sound Week through social media, posting images of being safe or why being safe is important to them on their social media site.

AKOSH sponsored the following *trainings*:

- In the first quarter, the Consultation and Training section delivered a Workplace Violence presentation at the Assisted Living Home Orientation
- In the second quarter, Consultation and Training conducted a 10-hour General Industry training to the State of Alaska Department of Labor personnel.
- One safety consultant conducted a Workplace Violence presentation for the Department of Transportation in Juneau, AK
- In the third quarter, Training Coordinator conducted a virtual training on *Understanding OSHA Rights*.
- In the fourth quarter in July Training Coordinator conducted virtual presentation on the topic of “Worker Rights” to 7 individuals from the National Education Association – Alaska.
- In August Training Coordinator conducted a virtual presentation to the Palmer Chamber of Commerce on the topic of “Introduction to OSHA”. There were 7 attendees.
- In September AKOSH publicized Safety-Stand-Down through Facebook. Consultation and Training section conducted the following on-line training events: Falls in Construction, Spot the Hazard, How to Prevent Suspension Trauma, and Ladder Safety.

VIII. Attachment 1

TRAINING PLAN TO SATISFY GOALS 2.1a , 2.1b, 2.1c and 2.1d

The goal is to promote safety and health programs as they relate to preventing injuries, illnesses and fatalities in the construction, healthcare and seafood processing industries.

AKOSH set into place several strategies to address the training needs of workers involved in the construction and seafood industries to prevent “struck by”, “falling”, “caught in or between” and “pinch point” (possible amputation) injuries, and in the healthcare industry to prevent “slips, trips, and falls”, “overexertion and bodily reaction”, “contact with objects” and “workplace violence” incidents.

- A. Training courses, as requested, providing employers, employees and the general public with training and train-the-trainer programs to assist in preventing “struck by”, “falling”, “caught in or between” and “pinch point” (possible amputation) injuries and fatalities in the construction and seafood processing industries, and “slips, trips, and falls”, “overexertion and bodily reaction”, “contact with objects” and “workplace violence” in the healthcare industry.
- B. AKOSH will present two 10-hour training sessions to assist in preventing “struck by”, “falling”, “caught in or between” and “pinch point” (possible amputation)” injuries and fatalities in the construction and seafood processing industries, and “slips, trips, and falls”, “overexertion and bodily reaction”, “contact with objects” and “workplace violence” in the healthcare industry.

Appendix E – FY 2020 State OSHA Annual Report (SOAR)

FY 2020 AKOSH Follow-up FAME Report

- C. AKOSH will have radio stations in the State of Alaska run Public Service Announcements to promote the reduction of injuries and fatalities in the construction and healthcare industries.
- D. The Training Coordinator will be responsible to notify employers, employees and the general public when AKOSH training will be held.
- E. The Training Coordinator will be responsible to ensure all consultants and trainers receive proper training on prevention strategies involved with preventing “struck by”, “falling”, “caught in or between” and “pinch point” (possible amputation) injuries and fatalities in the construction and seafood processing industries, and “slips, trips, and falls”, “overexertion and bodily reaction”, “contact with objects” and “workplace violence” in the healthcare industry.
- F. AKOSH will work with associations, employers and other groups in promoting AKOSH Consultation and Training services.
- G. The Training Coordinator will provide the Chief of Consultation and Training with a monthly report on the number of formal training events conducted and number of attendees.
- H. The Training Coordinator will interface with Federal OSHA Region 10 and OSHA Training Institute, other States and entities in obtaining training materials and programs to promote the reduction of injuries and fatalities in the construction, healthcare and seafood processing industries.
- I. Chief of Consultation and Training will assign consultants and trainers as needed to fulfill the requirements of the training plan.