

Summary of State Safety and Health Program Activities (April 2016)

State	State Activity and Applicability				
	Mandatory		Voluntary		
	Program or Plan	Safety Committee	Consultation/ Training	WC Premium Reduction (% discount)	Awards
Alabama	–	If requested by employee(s)	All	–	–
Alaska *	Self-insured	–	All	–	All
Arizona *	Self-insured	–	All	–	–
Arkansas	High incident rate	–	High incident rate; insurer-provided	–	All
California *	> 10 employees	– ¹	All	–	All
Colorado	–	–	Small	Plan and committee (10%)	All
Connecticut†	Self-insured; > 25 employees or high incident rate ²	Self-insured; > 25 employees or high incident rate	All	–	–
Delaware	–	–	Small/medium	Plan (19%)	Construction
District of Columbia	–	–	Private sector	–	–
Florida	Self-insured	–	All	Plan (2%)	All
Georgia	–	–	Small	–	All
Hawaii*	Self-insured; ≥ 25 employees	– ³	All	Plan (≥ 5%)	–
Idaho	Public sector	–	Small	–	–
Illinois†	Self-insured	–	Small/medium	–	All
Indiana*	–	–	All	–	All
Iowa*	–	–	All	–	–
Kansas	–	–	All; Insurer-provided	–	Public sector
Kentucky*	–	–	All; Insurer-provided	–	All
Louisiana	Self-insured; > 15 employees	– ⁴	All; Insurer-provided	EMR > 1.5 and plan (≤ 7%)	–
Maine	Self-insured; EMR ≥ 2	–	All	–	Public sector or MEMIC-insured ⁵
Maryland*	Self-insured	–	Small/high hazard	–	–
Massachusetts	Self-insured; Public sector	–	Small/high hazard	Plan and assigned risk insured (% varies)	–
Michigan*	Construction	–	All	–	All
Minnesota*	All ⁶	> 25 employees or high incident rate	Small/high hazard	–	All
Mississippi	–	–	Small/medium/high hazard	–	–
Missouri	Self-insured	–	Small/ high hazard; Insurer-provided	–	–
Montana	All	> 5 employees	Small/high hazard	–	All
Nebraska	All	All	Private sector	–	–
Nevada*	Self-insured; > 10 employees	> 25 employees	All	–	All
New Hampshire	> 15 employees	> 15 employees	Private sector	Plan (≤ 10%)	–
New Jersey†	–	–	Small	–	All
New Mexico*	Self-insured; High incident rate ⁷	–	High hazard industries	–	–

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New York†	Payroll > \$800k and EMR >1.20	Group dividend plans	All	EMR < 1.30 and WC premium > \$5,000 (10% over 3 years)	–
North Carolina*	High incident rate	High incident rate; > 10 employees	Small/high hazard	–	All
North Dakota	–	–	All	Plan, etc. (≤ 25%) ⁸	–
Ohio	Self-insured	–	All	Plan, etc. (≤ 7%)	All
Oklahoma	–	–	Small	Plan, EMR ≥ 1.0 (15%)	All
Oregon*	Self-insured; Forestry	>10: committees; ≤10: meetings	Small	–	All
Pennsylvania	Self-insured	–	All	Committee (5%)	All
Puerto Rico	–	–	All	–	–
Rhode Island	–	–	Small	–	Teen safety
South Carolina*	–	–	Small	–	≥ 100 employees
South Dakota	–	–	Private sector	–	All
Tennessee*	–	High incident rate	Small	–	Manufacturing and construction
Texas	High-risk employers	–	Private sector; Insurer-provided	–	All
Utah*	–	–	All	–	– ⁹
Vermont*	High incident rate	High incident rate	All	–	All
Virginia*	–	–	Small/high hazard	–	Public sector
Washington*	All	> 10 employees	All	All (% varies)	All
West Virginia	–	High incident rate	All	Plan (% varies)	–
Wisconsin	Self-insured; Public sector	–	Private sector	–	All
Wyoming*	–	–	All	Plan (10%)	All ¹⁰

Notes

- * State plan state.
- † State plan only covers public employers.
- ¹ Not required, but employers having a safety committee are considered to be in compliance with the communication requirement of the California IIPP rule.
- ² Generating a written safety plan is one of the required duties of the safety committees that are themselves required of all high risk employers, and of all employers with > 25 employees.
- ³ The safety plans required for workplaces with ≥ 25 employees must include a safety committee or “a person designated and trained by the employer for the facility’s safety and health program.”
- ⁴ Safety plan includes requirements for “designation of employees responsible for safety” and for regular safety meetings.
- ⁶ Plan required of employers in NAICS 11, 23, 31-33, 42-43, 44-45, 48-49, 56, 62, 71, 72, and 92.
- ⁷ Mandatory for workplaces with EMR higher than the state average for their industry, or if a safety audit reveals frequent or severe workplace injuries.
- ⁸ Companies participating in retrospective rating, deductible, Risk Management Program Plus, or Safety Outreach Program(s) are not eligible for the Safety Management Plan (10% premium reduction).
- ⁹ Safety awards are given by a non-profit, not by the state; however, the RI Department of Health provides workplace health and wellness awards, which have a safety component.
- ¹⁰ Awards available to employers in construction, general industry, oil and gas, mining, and mine-site contracting.