



Risk Management and Safety and Health Management

In this session...

We will discuss
Risk Management and
Safety and Health
in the Work Place



<http://www.doli.virginia.gov>

Jay Withrow

Director of Legal Support, VPP, ORA, OPP and OWP

Virginia Department of Labor and Industry



Safety and Health in the Work Place

- Brief Overview of Department of Labor and Industry Services
- Discuss Costs of Injuries, Illnesses and Accidents in the Workplace
- Summary of Risk Management and Safety and Health Management System Concepts
- How to Implement a Successful Program
- Resources



DEPARTMENT OF LABOR AND INDUSTRY

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Virginia Department of Labor and Industry

Registered Apprenticeship is a structured training program that combines on-the-job training and related technical instruction to train employees in occupations that demand a high level of skill

- Machinist
- Dispensing Opticians
- Welders
- Early Childhood Teachers
- Plumbers & Pipefitters
- Electricians
- Marine Industries
- Wastewater Treatment Operators
- and Technicians
- Cosmetology and Barbering
- Maintenance Mechanics
- Information Technology



Virginia Department of Labor and Industry

- Boiler and Pressure Vessel Safety works with insurance companies, owner/users and private contract fee inspectors to inspect and register over 70,000 boiler and pressure vessels to protect life and property from catastrophic failures



Virginia Department of Labor and Industry

- Division of Labor and Employment Law administers 11 different labor laws
 - Payment of wages
 - Assignment of wages
 - Minimum wages
 - Child labor
 - Child work permits
 - Right to work
 - Human trafficking poster



Virginia Department of Labor and Industry

Virginia Occupational Safety and Health (VOSH) Program

Enforcement

Consultation

Training

Voluntary Protection Programs - VPP



Asbestos/Lead

HARP



<http://www.doli.virginia.gov>

Virginia Occupational Safety and Health (VOSH)

Virginia is one of 28 States and territories that operates its own OSH program:

- Funded 50% by federal OSHA
- Must be “as effective as” but can be different



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Virginia Safety and Health Codes Board

- Responsible for adopting regulations for VOSH, Boiler and Pressure Vessel Safety and the Asbestos/Lead Program
- 12 members appointed by the Governor to 4 year terms – employer and employee representatives
- 2 members: Executive Director of DEQ and Commissioner of Health
- Staffed by the Office of Policy and Planning





Current Board Members

Mr. Louis J. (“Lou”) Cernak Jr.
Term Expires: 06/30/18
*Labor Representative of the Boiler and
Pressure Vessel Industry*

Mr. John D. Fulton
Term Expires: 06/30/18
*Employer Representative of the Boiler and
Pressure Vessel Industry*

Ms. Anna E. Jolly
Term Expires: 06/30/20
*Industrial Representative Knowledgeable in
Chemical and Toxic Substances*

Mr. Courtney M. Malveaux
Term Expires: 06/30/21
*Representative from Construction Industry
Employers*

Mr. David Martinez
Term Expires: 06/30/18
Representative of an Insurance Company

Mr. Travis M. Parsons
Term Expires: 06/30/18
Representative from Labor in the Construction Industry

Mr. Kenneth W. Richardson, II
Term Expires: 06/30/20
Representative for the General Public

Ms. Milagro (“Milly”) Rodriguez
Term Expires: 06/30/20
*Labor Representative Knowledgeable in
Chemical and Toxic Substances*

Mr. Charles L. (“Chuck”) Stiff
Term Expires: 06/30/19
Representative for Industrial Employers

Mr. Thomas A. Thurston
Term Expires: 06/30/18
*Representative for Labor in the
Manufacturing Industry*

Vacant
Term Expires: 06/30/12
Representative for Agricultural Employees

Vacant
Term Expires: 06/30/16
Representative for Agricultural Employers

Dr. Marissa Levine (Ex Officio)
Commissioner Virginia Department of Health
*Represented by: Dr. Caroline Holsinger, DrPH, CPH, Director, Div.
of Environmental Epidemiology*

Mr. David K. Paylor (Ex Officio)
Director Department of Environmental Quality
*Represented by: Mr. Jerome Brooks, Director of
Water Compliance*

The Cost and Consequences of Injuries, Illnesses and Accidents in the Workplace

- Surge in Virginia Fatalities Investigated by VOSH
- Misclassification of Workers
- Temporary Employees
- Multi-employer Worksite Policy
- Consequences of an Accident
- Impact on Workers and Families
- Increase in OSHA and VOSH Penalties
- The Likelihood of a VOSH Inspection is Increasing
- Impact of OSHA Changes to Recordkeeping and Reporting Regulations





2016 Surge in Fatal Accidents in Virginia

Commissioner C. Ray Davenport of the Virginia Department of Labor and Industry issued a Public Service Announcement on August 4, 2016:

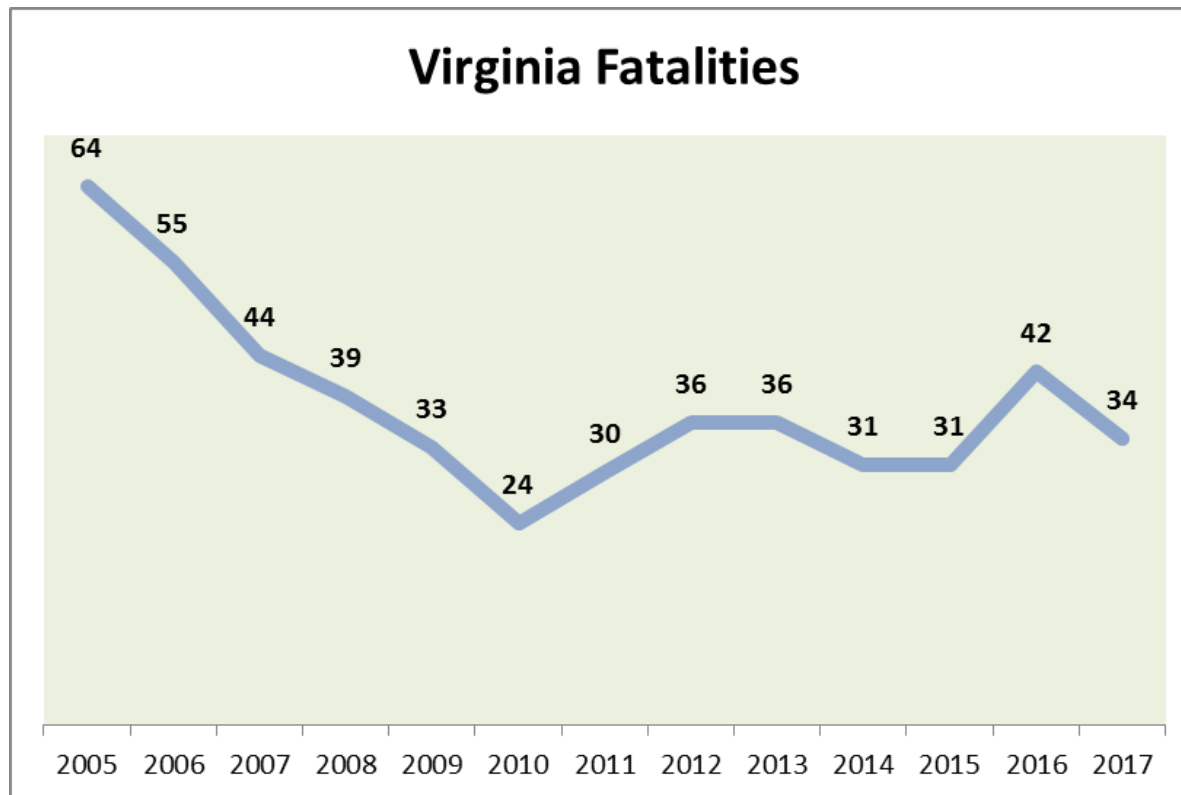
"In the month of July alone, eight Virginia workers have lost their lives in workplace accidents, devastating families, friends, co-workers and businesses", said Commissioner Davenport. "If this horrific trend in workplace deaths continues, Virginia will experience an 80% increase in fatal accidents investigated by the Virginia Occupational Safety and Health (VOSH) program in 2016".

2016 Surge in Fatal Accidents in Virginia

- VOSH undertook an unprecedented outreach program to thousands of Virginia businesses, employees, associations, unions and stakeholders to get the word out about the surge in fatalities and promote immediate **best practice steps** that could be taken by employers and employees to avoid workplace fatalities, injuries and illnesses.
- <https://www.doli.virginia.gov/vosh-programs/best-practices/>
- At the time of the August 4th PSA, VOSH had investigated 29 fatalities, when the average for the two previous entire calendar years had been 31
- Fortunately the pace slowed after the PSA and outreach effort
- Total for 2016 was 42 (a 35% increase)

2017 July Surge in Fatal Accidents

- In 2017 Virginia experienced another July surge in fatal accidents – seven workers killed
- A second outreach effort was conducted



Worker Misclassification

Worker Misclassification occurs when an employer improperly classifies an employee as an independent contractor



Worker Misclassification:

- ❑ Undermines businesses that follow the law
- ❑ Costs Virginia millions in tax revenue
- ❑ Constitutes wage theft
- ❑ Denies workers legal protections and benefits



Federal and State Employment Laws that Cover Employees

- Unemployment Compensation
- Minimum Wage
- Occupational Safety & Health
- Family Medical Leave
- Fair Labor Standards
- **Workers' Compensation [Workers' Comp Bar]**
- Age Discrimination in Employment
- Americans with Disabilities



Temporary Employment Agencies: “Temp Employees”

- "Host employers need to treat temporary workers as they treat existing employees. Temporary staffing agencies and host employers share control over the employee, and are therefore jointly responsible for temp employee's safety and health."

- David Michaels, PhD, MPH, Assistant Secretary of Labor for Occupational Safety and Health



Temporary Employees

JOINT RESPONSIBILITY CAN MEAN ***JOINT LIABILITY***



- VOSH can hold both the host and temporary employers responsible for safety and health violations – such as lack of adequate training regarding workplace hazards.

Multi-Employer Worksite Policy

- An employer who controls or creates a worksite safety or health hazard may be held liable under VOSH regulations even if the employees threatened by the hazard are solely employees of another employer
- Applies to all industries, not just construction



VOSH Multi-Employer Worksite Regulation 16VAC25-60-260.F and G



- F. On multi-employer worksites for all industries covered by VOSH
- Covers “General Contractor” or the “Host Company”
 - Covers “Prime Subcontractor” at a Host Site [different than OSHA]
 - Due Diligence in selecting and vetting Prime Subcontractors

VOSH Multi-Employer Worksite Regulation

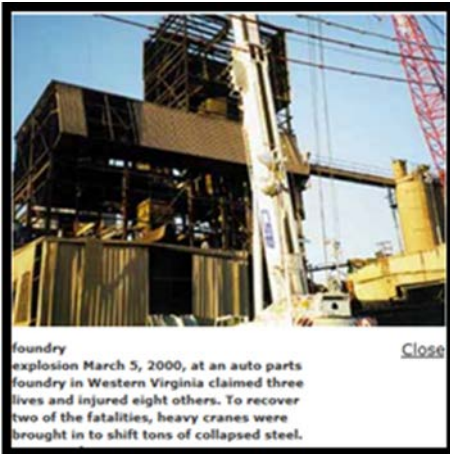
16VAC25-60-260.F and G

F. Multi-employer worksite defense:

1. The employer **did not create** the hazard;
2. The employer **did not have the responsibility or the authority** to have the hazard corrected;
3. The employer **did not have the ability** to correct or remove the hazard;
4. The employer can demonstrate that the creating, the controlling or the correcting employers, as appropriate, have been **specifically notified of the hazards** to which his employees were exposed;
5. The employer has **instructed his employees** to recognize the hazard and, where necessary, informed them how to avoid the dangers associated with it;
6. Where feasible, an exposing employer must have taken appropriate **alternative means of protecting employees** from the hazard; and
7. When extreme circumstances justify it, the exposing employer shall have **removed his employees** from the job.

Consequences of an Accident

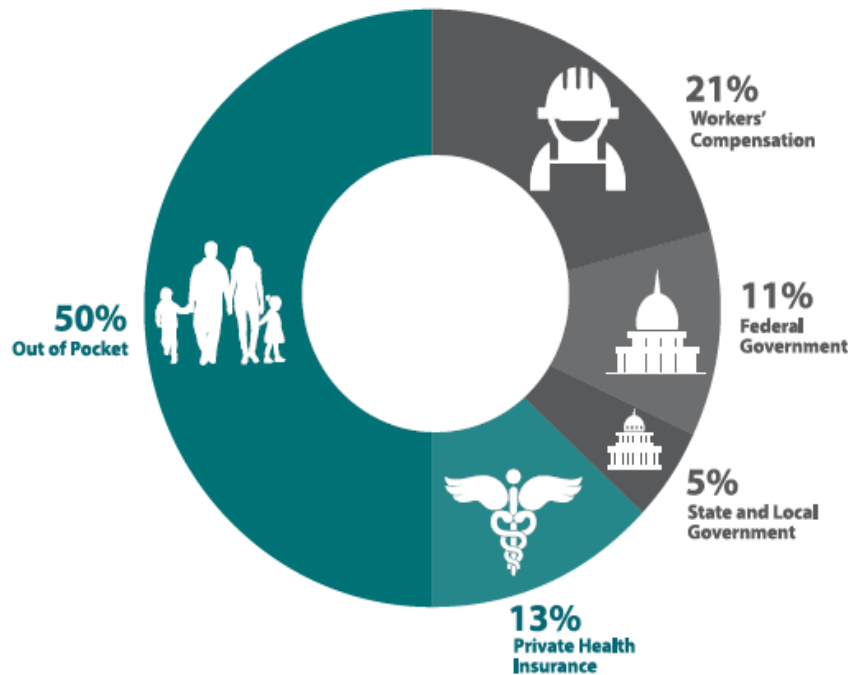
- Costs to the Worker and His or Her Family
- Toll on Employee Morale
- Increased Workers' Compensation Costs
- Production Downtime
- Damage to Material, Machinery, Equipment
- Costs of Retraining a New Worker
- VOSH or Other Agency Inspection (e.g., DEQ)



Impact on Workers and Families

Injured Workers and Taxpayers Subsidize High Hazard Employers

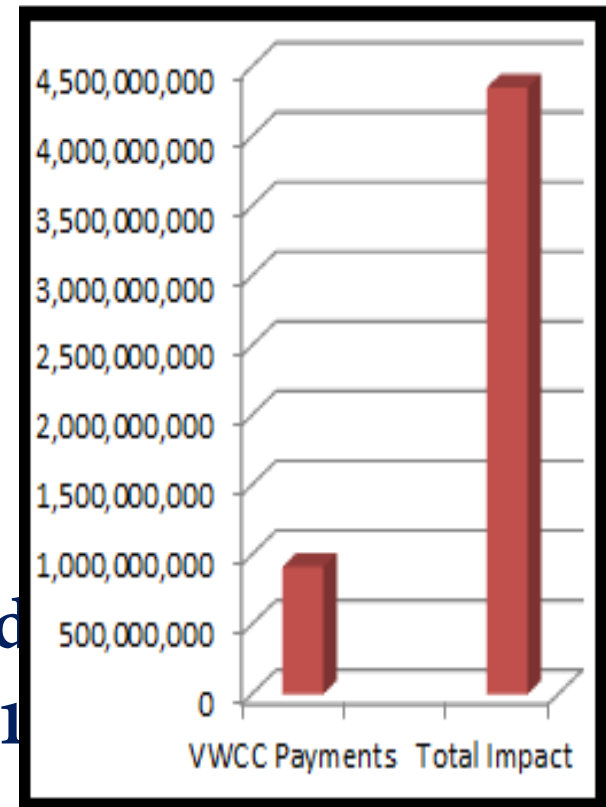
Who bears the cost of worker injuries?¹⁴



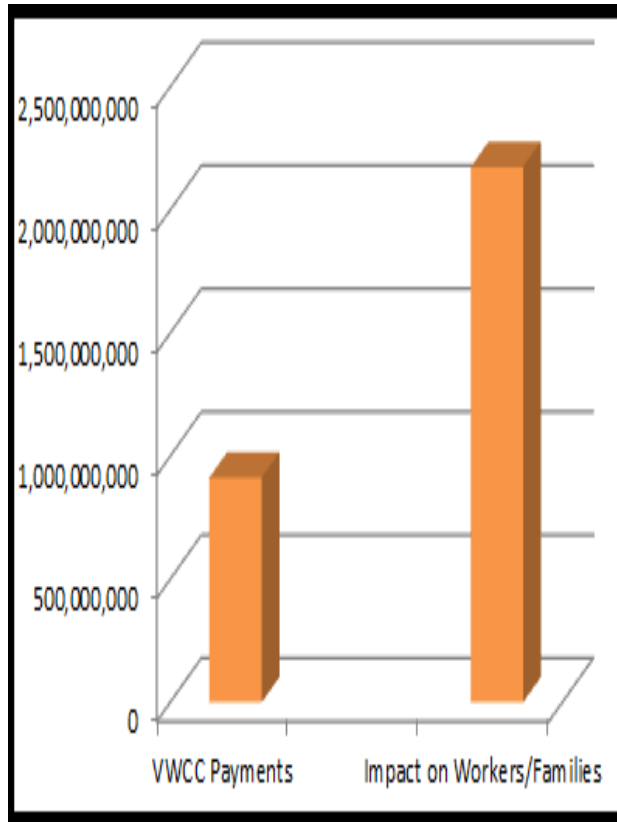
The costs of workplace injuries are borne primarily by injured workers, their families and taxpayer supported safety-net programs

National Safety Council Statistics

In 2015, the National Safety Council reported that in 2012 Virginia Workers' Compensation payments totaled **913.8 million dollars**. If Virginia's workers' compensation payout in 2012 of 913.8 million dollars represents only 21% of the cost, the total impact of compensated injuries in 2012 in Virginia was **4.351 billion dollars**



National Safety Council Statistics



That same study found that approximately 50% of the cost of workplace accidents is born by the employee and his or her family, which means that of that estimated 4.351 billion cost to Virginia in 2012, approximately **2.175 billion dollars** was born by **Virginia workers and their families**





Federal OSHA Penalty Increase

- In November 2015, Congress enacted legislation requiring federal agencies to adjust their civil penalties to account for inflation (CPI)
- The new penalties took effect August 2, 2016

Type of Violation	Current Maximum Penalty	New Maximum Penalty
Serious	\$7,000 per violation	\$12,471 per violation
Other-Than-Serious Posting Requirements		
Failure to Abate	\$7,000 per day beyond the abatement date	\$12,471 per day beyond the abatement date
Willful or Repeated	\$70,000 per violation	\$124,709 per violation

Virginia Penalty Increase in 2017

- While VOSH maximum penalties will track OSHAs, Virginia's penalty calculation procedures are and will be different than OSHAs
- VOSH proposed penalties reflect the:
 - Size of the company (up to 70%)
 - History of violations (10%)
 - Good faith of the employer (5-25%) and
 - Gravity of the violation when calculating a penalty - Va. Code §40.1-49.4.A.4(a)





Background:

2017 VOSH Maximum Penalty Increase

- OSHA maximum penalties were last increased in 1991, and VOSH followed suit in 1992.
- In the succeeding 24 years, the consumer price index (CPI)(i.e. inflation) had increased 78.15%.
- The Federal Civil Penalties Inflation Adjustment Improvements Act of 2015 ties OSHA penalties to the CPI-Urban (CPI-U).



2017 VOSH Maximum Penalty Increase

- Rather than taking the previous VOSH penalty values and multiplying them by 78.15%, the Department used a **60% multiplier** for the first year (SFY 2017).
- Increasing penalties in the table by 60% instead of 78.15% was intended to give Virginia businesses time to adjust to the new penalty structure.
- In 2018, the VOSH penalty chart was revised to increase penalty by another 5%.



2018 VOSH Maximum Penalty Increase

- However, VOSH is monitored on an annual basis by federal OSHA on, among other things, a comparison of VOSH average assessed/final penalties to those of OSHA and other State Plans.
- When VOSH average penalties fall outside a **range of +/- 25%** of national average penalties, OSHA will conduct more intensive monitoring to evaluate the effectiveness of VOSH penalty calculation procedures.



VOSH/National Penalty Comparisons – FFY 2017

VOSH/National Penalty Comparisons – FFY 2017
October 1, 2016 to September 30, 2017

Further Review
Level
+/- 25%

Average Current Serious Penalty in Private Sector	Virginia Average	National Average	Difference
1 to greater than 250 workers	\$2,223.53	\$2,977.91	25.33%
1 to 25 workers	\$1,498.99	\$1,957.26	23.41%
26 to 100 workers	\$1,886.69	\$3,466.50	45.57%
101 to 250 workers	\$2,574.67	\$4,793.03	46.28%
Greater than 250 workers	\$5,742.11	\$6,062.76	5.29%

Source: SAMM, Virginia FY 2017 Follow-up FAME

Increased Likelihood of VOSH Inspection

- Accidents That Are Required to be Reported:
 - 8 hours:
 - Any Workplace Death
 - 24 hours:
 - In-patient Hospitalization
 - Amputation
 - Loss of an Eye
- Others Ways to Receive VOSH Inspection:
 - Referral From Federal, State or Local Government Agency
 - Law Enforcement, EMS, or Media Report of Accident
 - Complaint From Employee or Family Member
 - Certain Workers' Compensation Accidents
 - Planned Inspections



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Recordkeeping



- **Online Reporting of OSHA 300 Data**
 - Analysis of this data will enable OSHA to use its enforcement and compliance assistance resources more efficiently
 - The new data will serve as a substitute for the old OSHA Data Initiative (ODI) and allow for OSHA to reconstitute the Site Specific Targeting (SST) planned inspection list



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Recordkeeping

- Implications:

- The online data requirement will likely bring back the requirement for a small number of recordkeeping **audit inspections** as were previously conducted under the ODI/SST system.

- VOSH may also be required to contact/inspect employers **who have not entered their data online** by the due date

- While **“egregious” penalties** for recordkeeping violations occur much less frequently over the last 10-15 years, this new regulation could cause a resurgence if employers are found to falsify injury and illness records to avoid being targeted by OSHA, the media and others on the internet



Summary of Risk Management and Safety and Health Management System Concepts



- Many Terms – Same Goal
 - Risk Management
 - Safety and Health Management System
 - Safety and Health Program
 - Injury and Illness Prevention Program



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Risk Management and Safety and Health Management System Concepts

Risk management in an occupational safety and health setting avoids losses to shareholder value just like any other business risk that is properly managed





Risk Management and Safety and Health Management System Concepts

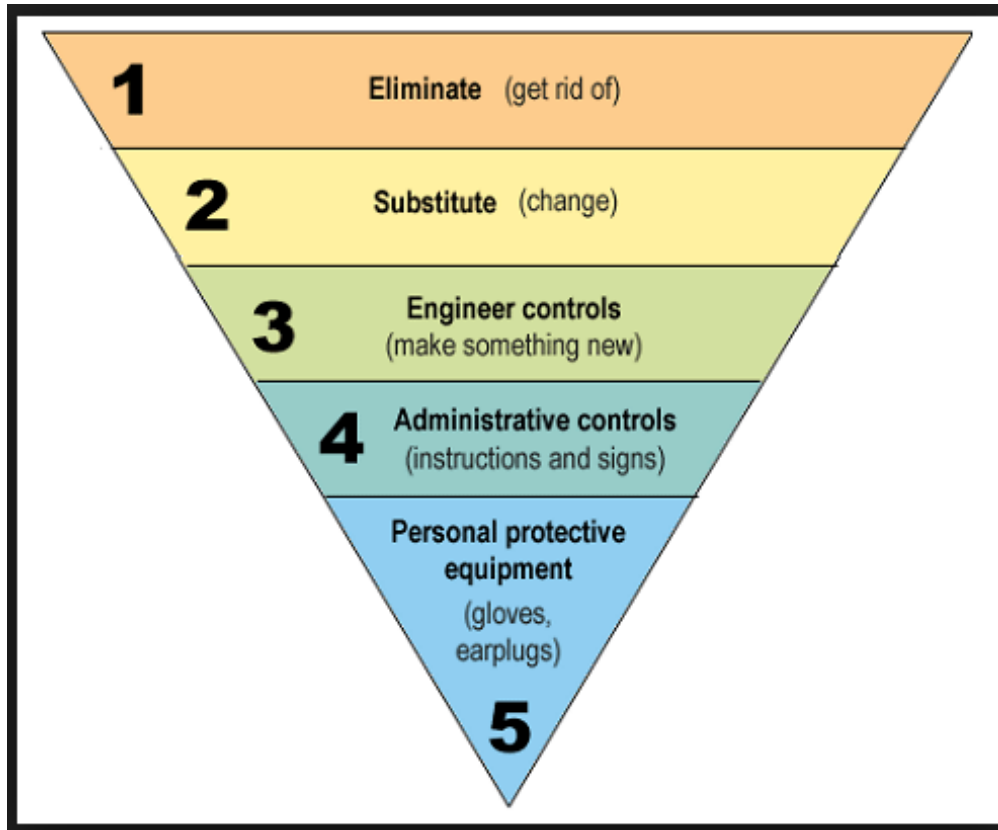
Risk management is all about identifying risks up front and developing plans to eliminate or reduce the risk, but also planning on how to mitigate a risk once something bad does happen



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The same approach applies in an OSH setting

Risk Management and Safety and Health Management System Concepts



Just look at the Hierarchy of Controls in an SHMS setting – it's all about eliminating or reducing risk to the employee and the company

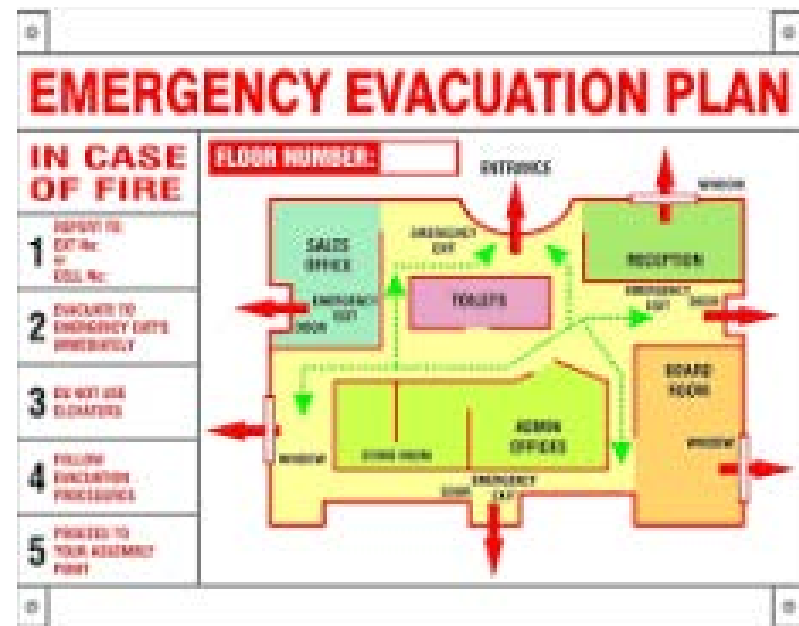
Risk Management and Safety and Health Management System Concepts


And **planning** for when things go bad:



VOSH §1910.38 –
Emergency Action Plans

VOSH §1910.36-37 –
Exit Routes





Risk Management and Safety and Health Management System Concepts

- Risk management in a financial or capital investment setting looks at where a company is going to invest its money and what kind of return on investment (ROI) is needed or anticipated
- The same approach applies in an OSH setting – when you invest in safety and health programs, the company ROI becomes self-evident...



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The Cost of a Medically Consulted Injury

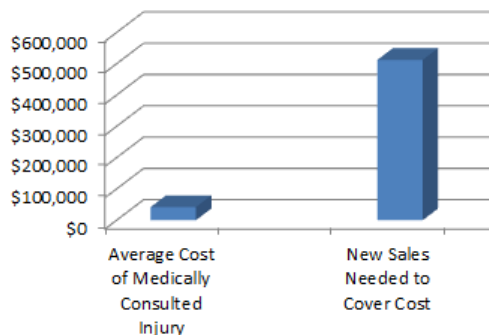
Calculate the Business Cost:

- \$42,000 average cost for medically consulted injury (2013, NSC)
- 8.2% average net profit for business in 2013



» Washington Post article

» \$512,195 in NEW sales would be needed to cover the \$42,000 cost for one medically consulted injury



Risk Management and Safety and Health Management System Concepts

What OSH Risks Are We Talking About?

- Employee injuries, illnesses and fatalities
- Damage to products, materials, machinery, equipment, property and other assets
- Business interruption, including Police, EMT, Fire, VOSH and DEQ presence
- Replacing/retraining employees
- Liabilities to Third Parties





Risk Management and Safety and Health Management System Concepts

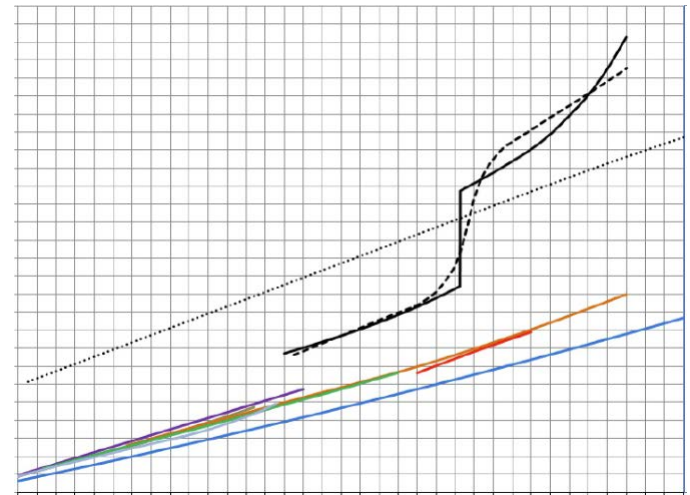
Companies that have OSH problems often also have problems with:

- Environmental compliance
- Fire safety
- Building code issues
- Drug and alcohol issues



Risk Management and Safety and Health Management System Concepts

- Using business resources to avoid costs associated with workplace injuries and illnesses can provide not only a large return on investment, but if done correctly can impact other aspects of the business such as efficiency and productivity
- The KEY is...



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How to Implement a Successful SHMS

- It All Starts With Your People:
 - Management Commitment and Employee Involvement
 - Safety and Health Perception Survey
 - Establish Baselines With Site Safety and Health Hazard Assessments



John Elway Chevrolet (Englewood, Colorado)



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How to Implement a Successful Program

Develop a **TRUST** relationship with your employees through fostering:

Employee Involvement - Including worker input at every step of program design and implementation

- improves your ability to successfully identify the presence and causes of workplace hazards,
- **creates a sense of program ownership among workers**
- enhances workers' understanding of how the program works,
- **and helps sustain the program over time**



Insert Name of Session here



How to Implement a Successful Program

Let workers participate in all aspects of the program:

- Developing the program
- Serving on safety and health committees
- Reporting hazards and developing solutions
- Analyzing hazards in each step of routine and non-routine jobs, tasks, and processes
- Defining/documenting safe and healthy work practices



Insert Name of Session here



How to Implement a Successful Program

Let workers participate in all aspects of the program:

- Conducting site inspections
- Developing and revising safety procedures
- Participating in incident/near miss investigations
- Serving as trainers for current coworkers and new hires
- Developing, implementing, and evaluating training programs



How to Implement a Successful Program

- Some tips based on my VOSH experience
 - Small employers reach out to VOSH Consultation, Training and SHARP
 - Large employers get REAL safety and health professionals involved and reach out to VOSH VPP
 - Hire good supervisors who care about employee safety and health
 - Develop a contractor vetting system
 - Have a highly accurate injury and illness recordkeeping program, track first aid cases, track near misses
 - Have a fair, but firmly enforced disciplinary program

How to Implement a Successful Program

- Some tips based on my VOSH experience
 - Training for supervisory and line personnel (OSHA 10 and 30 hour courses)
 - Push authority to identify and suggest corrective action to the lowest levels possible in your business
 - Get out from behind your desk and regularly inspect your workplace
 - Create an environment where you are your brother's/sister's keeper – it may be old fashioned but it works

Free Resources

- Online
 - OSHA
 - Drive Smart Virginia
 - First Aid
 - National Safety Council
- VOSH
 - Consultation Services and Training
 - Recognition Programs
 - Annual Safety and Health Conference
 - VPP Best Practices Days



Occupational Safety and Health Administration



<http://www.doli.virginia.gov>

OSHA SHMS Guidelines in Final Adoption Stage

- Guidelines for Safety and Health Program Management
- Draft: November, 2015



OSHA Safety and Health Program Management Guidelines

November 2015 Draft for Public Comment



OSHA SHMS Guidelines in Final Adoption Stage



OSHA Safety and Health Program Management Guidelines

November 2015 Draft for Public Comment



Core Elements of the Safety and Health Program Management Guidelines

Management Leadership

- Top management demonstrates its commitment to continuous improvement in safety and health, communicates that commitment to workers, and sets program expectations and responsibilities.
- Managers at all levels make safety and health a core organizational value, establish safety and health goals and objectives, provide adequate resources and support for the program, and set a good example.

Worker Participation

- Workers and their representatives are involved in all aspects of the program—including setting goals, identifying and reporting hazards, investigating incidents, and tracking progress.
- All workers, including contractors and temporary workers, understand their roles and responsibilities under the program and what they need to do to effectively carry them out.
- Workers are encouraged and have means to communicate openly with management and to report safety and health concerns without fear of retaliation.
- Any potential barriers or obstacles to worker participation in the program (for example, language, lack of information, or disincentives) are removed or addressed.

Hazard Identification and Assessment

- Procedures are put in place to continually identify workplace hazards and evaluate risks.
- An initial assessment of existing hazards and control measures is followed by periodic inspections and reassessments to identify new hazards.

Hazard Prevention and Control

- Employers and workers cooperate to identify and select options for eliminating, preventing, or controlling workplace hazards.
- A plan is developed that ensures controls are implemented, interim protection is provided, progress is tracked, and the effectiveness of controls is verified.

Education and Training

- All workers are trained to understand how the program works and how to carry out the responsibilities assigned to them under the program.
- All workers are trained to recognize workplace hazards and to understand the control measures that have been implemented.

Program Evaluation and Improvement

- Control measures are periodically evaluated for effectiveness.
- Processes are established to monitor program performance, verify program implementation, identify program deficiencies and opportunities for improvement, and take actions necessary to improve the program and overall safety and health performance.

Coordination and Communication on Multiemployer Worksites

- The host employer and all contract employers coordinate on work planning and scheduling to identify and resolve any conflicts that could impact safety or health.
- Workers from both the host and contract employer are informed about the hazards present at the worksite and the hazards that work of the contract employer may create on site.

OSHA Data and Statistics

You Can Research the Most Frequently Cited Hazards
in Your Industry by NAICS Code
(North American Industrial Classification System)



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Frequently Cited OSHA Standards

This page allows the user to list the most frequently cited Federal or State OSHA standards for a specified 6-digit North American Industry Classification System (NAICS) code. Also available is [Industry Profile for OSHA Standard](#) which lists NAICS classifications having the most occurrences of citations for a specified OSHA standard.

Select number of employees in establishment:

All 1-9 1-19 1-99 20-49 20-99 50-99 100-249 1-249 250+

Federal or State Jurisdiction:

Federal



NAICS:

(Submit empty for NAICS list.)

Submit

OSHA eTools, eMatrix, Expert Advisors, vTools

Topics such as Construction, Nursing Homes, Ergonomics (e.g., Computer Workstations), Safety and Health Management Systems, Lockout/Tagout, Hospitals



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eTools, eMatrix, Expert Advisors and v-Tools

eTools and the eMatrix are "stand-alone," interactive, Web-based training tools on occupational safety and health topics. They are highly illustrated and utilize graphical menus. Some also use expert system modules, which enable the user to answer questions, and receive reliable advice on how OSHA regulations apply to their work site. Expert Advisors are based solely on expert systems and v-Tools are prevention video training tools. Selected eTools are available as [downloadable](#) files for off-line use.

Other [training and reference materials](#) are also available from the OSHA Directorate of Training and Education (DTE). In addition, OSHA also has other training [videos](#) available.

eTools

- [Ammonia Refrigeration](#) (08/2014)
- [Anthrax](#) (12/2002)

Ergonomics-related eTools

- [Baggage Handling](#) (09/2003)
- [Reverent Delivery](#) (01/2001)

NEW Prevention Videos (v-Tools)



[Construction Hazards](#). The videos show how quickly workers can be injured or killed on the job and are intended to assist those in the industry to identify, reduce, and eliminate construction-related hazards.

Susan Harwood Training Grant Program Products

Training Products Produced in Languages Such as Spanish, Korean, Cambodian, Chinese, Creole, Napoli, Portuguese, Russian, Vietnamese, Laotian, Tagalog



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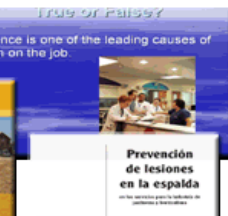
[Back to Susan Harwood Training Grants](#) | Susan Harwood Grant Products By Topic

By Topic

By Language

By Grantee

By Topic



OSHA Data and Statistics

You Can Search Your Own Company's Inspection History and That of Contractors You Bring on Site



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Establishment Search

NOTE: OSHA is currently migrating its legacy system. Cases prior to 2011 (Federal OSHA) and 2013 (OSHA State Plans) may be affected by this migration. Cases indicated *without* the .015 extension reflect the data as of 08/05/2016. The next updates for those cases will be reflected October, 2016. Should you need case status updates for those cases before October 2016, please contact your originating OSHA Office.

Reflects inspection data through 09/15/2016

This page enables the user to search for OSHA enforcement inspections by the name of the establishment. Information may also be obtained for a [specified inspection](#) or inspections within a [specified SIC](#).

Note: Please [read important information below](#) regarding interpreting search results before using.

Search By:



OSHA Data and Statistics

OSHA Establishment Search

Scope:	Partial	Advanced Notice:	N
Ownership:	LocalGovt		
Safety/Health:	Health	Close Conference:	12/20/2013
Planning Guide:	Health-Manufacturing	Close Case:	03/13/2014

Violation Summary						
	Serious	Willful	Repeat	Other	Unclass	Total
Initial Violations	4			1		5
Current Violations	4			1		5
Initial Penalty						
Current Penalty						
FTA Amount						

Violation Items										
#	ID	Type	Standard	Issuance	Abate	Curr\$	Init\$	Fta\$	Contest	LastEvent
1.	01001	Serious	19100110 F02 I	02/04/2014	02/07/2014	\$0	\$0	\$0		-
2.	01002	Serious	19100141 A03 I	02/04/2014	02/07/2014	\$0	\$0	\$0		-
3.	01003	Serious	19100151 C	02/04/2014	03/09/2014	\$0	\$0	\$0		-
4.	01004	Serious	19101025 M01 III	02/04/2014	03/09/2014	\$0	\$0	\$0		-
5.	02001	Other	19101200 F06 II	02/04/2014	02/07/2014	\$0	\$0	\$0		-

If violations were issued, you can research the hazard cited and how to correct it. You can research other companies in your industry to find violations cited

DRIVE SMART Virginia



In 2013 there were 41 occupationally-related traffic deaths - 32% of all Virginia occupational fatalities.

Distracted Driving Summit, September 29-30, 2016, Newport News



DRIVE SMART Virginia

DRIVE SMART VIRGINIA

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Resources: Workplace Safety



Deliverables Categories

- Workplace Safety
- Trucking Resources
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Our Mission

DRIVE SMART University is a leading provider of workplace safety training, education, and resources for the trucking industry. Our mission is to provide the highest quality training and education to the trucking industry, ensuring that all workers are safe and healthy on the job.

Twitter Feed

DRIVE SMART University is a leading provider of workplace safety training, education, and resources for the trucking industry. Our mission is to provide the highest quality training and education to the trucking industry, ensuring that all workers are safe and healthy on the job.

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From the DSV Blog

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Donate Now

First Aid and CPR Training

Receiving training in First Aid can reduce your risk of injury by more than 40 percent

FIRST AID

FIRST AID

FIRST AID

FIRST AID

Defibrillation administered within four minutes of cardiac arrest yields survival rates of 40 to 50%, versus less than 5% if given later

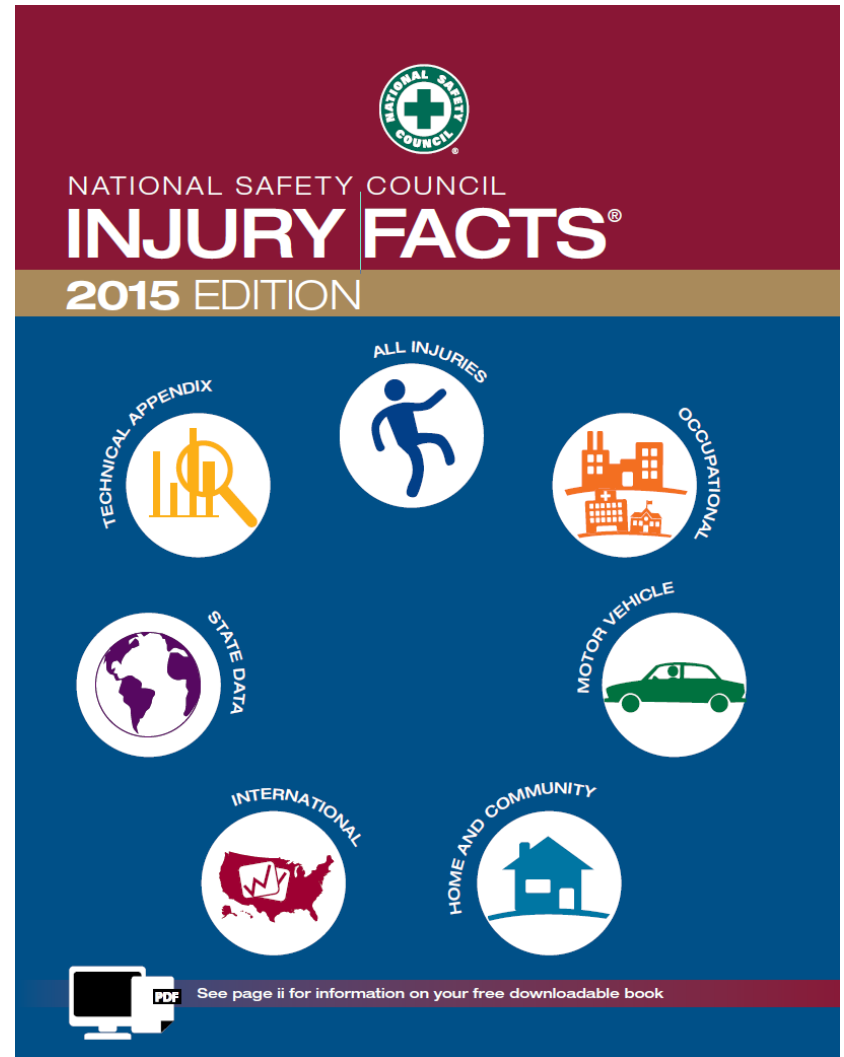


National Safety Council



National Safety Council Annual Report on Injury Facts



<http://www.doli.virginia.gov>




National Safety Council

NSC Employee Safety Perception Survey

Powered by NSC Navigator



Wondering what your workers think of your safety program – why not ask them?

The ultimate goal of a safety program is to keep workers free from harm. But the impact is far greater when your workers feel you truly care about their safety and well-being. Experts say a strong safety culture has a positive impact on both safety and business outcomes. Beyond being the right thing to do, promoting safety can help improve morale and ultimately productivity.

So how do you know if you are being effective? How can you reliably measure your safety culture? Use the NSC Employee Safety Perception Survey – free when you sign up for the Journey to Safety Excellence®. Having your workers participate in this 10-item survey is a great way to get everyone engaged with safety.

The survey provides a quick snapshot of your safety program from the perspective of your workers. It helps you evaluate your program, establish priorities, motivate improvement and monitor performance at multiple sites and locations. Your organization's responses will also be benchmarked with other organizations that have taken the survey to show you how your safety culture compares.

Unlike injury rates, which are lagging indicators of past experience, the NSC Employee Safety Perception Survey is a leading indicator that can help predict safety outcomes. It helps take the guess work out of how your safety program is performing, and keeps you from making assumptions that may not be true.

Your results

Employees who participate in the NSC Employee Safety Perception Survey are asked to indicate their level of agreement with a variety of safety and work-related statements that take less than 10 minutes to complete. Your location's responses are compared with responses from more than 700 participating organizations in the NSC Database in order to produce comparative percentile values.

Percentile Scores of NSC Employee Safety Perception Survey Questions
Grapevine, TX

Question	Percentile Score
Safety representatives improve safety conditions	7
Management setting a positive safety example	8
Supervisors understanding workers' job safety problems	5
Frequency of detailed and regularly scheduled inspections	2
Belief that management assists supervisors think safety	2
Supervisors maintaining a high safety performance standard	1
Belief that management is sincere in safety efforts	0
Belief that employees understand safety & health regulations	0
Employees believing that their actions can protect coworkers	3
Management setting annual safety goals	10

A percentile score expresses the percentage of locations in the NSC Database with lower average responses. The percentile score range is from 0 to 100.

Join the Journey to Safety Excellence at nsc.org/journey to access your free tools.

National Safety Council
1121 SPRING LAKE DRIVE
ITASCA, IL 60143-3201
(800) 621-7819
NSC.ORG

National Safety Council Employee Safety Perception Survey



<http://www.doli.virginia.gov>

VOSH Onsite Consultation Services

Improving SHMS

Safety and Health
Management System
Evaluation

Training

Onsite Formal and
Informal Safety and
Health Training

- Free and Confidential Occupational Safety and Health Advice to Small and Medium-sized Businesses Across the State
- Separate From Enforcement and Do Not Result in Citations or Penalties
- Written Report Summarizing Hazards Identified With Photos



VOSH Onsite Consultation Services

- Assist the Employer in Recognizing and Correcting Hazards
- Provide Onsite Training and Education to Employees

"...A Washington State study, in 2011 concluded that consultation visits were associated with an approximately 25% decrease in compensable, non-musculoskeletal, Workers' Compensation claims at fixed work sites and an 11% decrease at non-fixed sites."



CONTACT US

Consultation
Division

(804) 786-8707

Central Region
(804) 371-3104

NOVA Region
(703) 392-0900

Verona Field Office
(540) 248-9280

Southwest Region
(540) 562-3580

Lynchburg Field Office
(434) 385-0806

Abingdon Field Office
(276) 676-5465

Tidewater Region
(757) 455-0891



www.doli.virginia.gov

Virginia SHMS Recognition Programs

- SHARP: Safety and Health Achievement Recognition Program



- Run through the VOSH Consultation Program
- Directed at small employers (funded 90%-10% federal/state funds)

- VPP: Voluntary Protection Programs

- Directed at larger employers, though small employers may apply as well (funded 50%-50% federal/state funds)



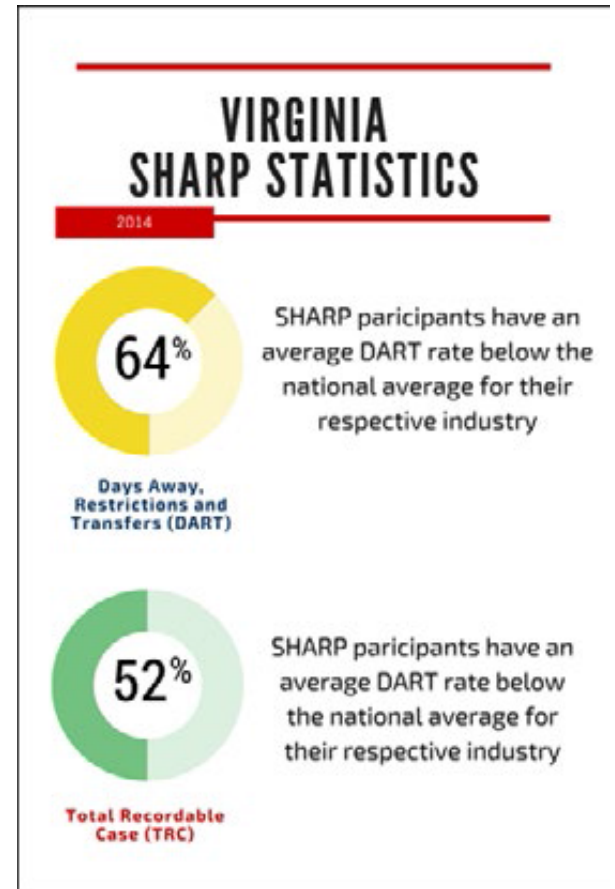


If You Want to a Good Safety and Health Program Try SHARP

The On-site Consultation Program's Safety and Health Achievement Recognition Program (SHARP) recognizes small business employers who operate an effective injury and illness prevention program

THE
BASICS
Effective July 2014

Maximum 250 Employees, 500 Corporate
DART and TRC Lower than BLS
4 Main SHMS Elements



SHARP

- SHARP is for small companies (up to 250 employees at one site, 500 nationwide):
 - Have at least one year of operating history at site
 - Receive a full-service safety and health consultation visit and a comprehensive review of the SHMS with all hazards found by the consultant(s) corrected



Photo: Elena Finizio, Braintree, MA Area Office



<http://www.doli.virginia.gov>

Insert Name of Session here





SHARP

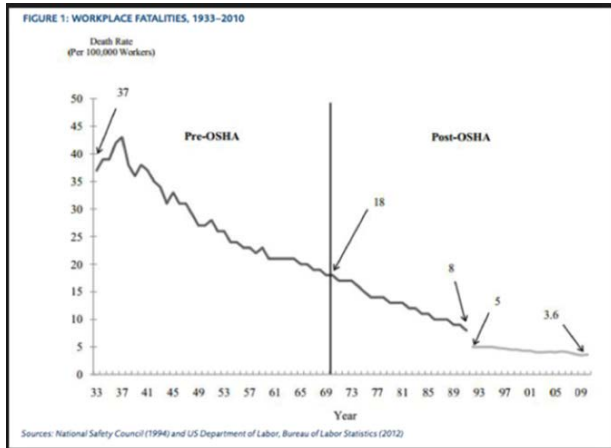
SHARP SHMS Requirements:

- Receive a score of at least "2" on all 50 basic attributes of the OSHA Form 33. Additionally, all "stretch items" of the Form 33 must be scored
- "Stretch items" are the safety and health attributes above the basic attributes of a foundational SHMS, such as employee participation in hazard prevention and control activities within the worksite



Insert Name of Session here

SHARP



- Agree to notify the Consultation Program Manager and request a subsequent on-site consultation visit when changes in working conditions or work processes occur that may introduce new hazards into the workplace
- Have an injury/illness rate for the preceding year below the national average for your industry
- Submit a request for SHARP participation to the Consultation Program Manager
- Receive an exemption from inspection



SHARP Success Story



John Elway Chevrolet (Englewood, Colorado)

- Company: John Elway Chevrolet | John Elway Chrysler Jeep Dodge Ram
- Industry: Automobile Dealership
- NAICS Code: NAICS 441110
- Employees: 305
- During the initial 2014 consultation visits, the dealerships did not meet the criteria to qualify for SHARP so they entered into an 18 month Pre-SHARP term to address deficiencies



<http://www.doli.virginia.gov>

SHARP Success Story



DEPARTMENT OF LABOR AND INDUSTRY

<http://www.doli.virginia.gov>



During the Pre-SHARP period, the dealerships developed a “manager’s safety manual” and escalated their accountability within SHMS

- Safety committees learned more about hazard identification and inspections – both daily and periodic
- They enhanced written programs and employee training, and added workplace violence procedures in their emergency action plans
- Employees became more involved with safety, and managers became more responsive to employee’s input regarding safety and health



SHARP Success Story

- The ventilation systems in the paint booths received major upgrades
- The new truck repair shop was built with a state-of-the-art exhaust ventilation system
- Carbon monoxide detectors and alarms were installed in the service shops
- Certain pieces of equipment were put on periodic inspections
- Flammable containers were bonded and grounded
- Electrical issues were addressed



SHARP Success Story

- During the process of earning SHARP certification, the dealerships dropped their experience modifier rate (EMR) by 11%, and decreased the number of recordable injuries by 80%
- The total recordable case (TRC) rate dropped 80% and 43% respectively, and the dealerships experienced a 20% reduction in their workers' compensation premium



Virginia SHARP Sites



<http://www.doli.virginia.gov>

Establishment	Location
Allied Concrete Products, Llc	Richmond
Allied Concrete Products, Llc	Chesapeake
Auxiliary Systems Inc	Norfolk
Campostella Builders and Supply Corporation	Norfolk
Diversified Converters, Inc.	Chester
Engineering Development Laboratory, Inc.	Newport News
Good Printers Inc.	Bridgewater
Lake Prince Woods	Suffolk
J. S. Purcell Lumber	Louisa
Mcclung Companies	Waynesboro
Morgan Lumber Co., Inc.	Red Oak
Riddleberger Brothers Inc.	Mount Crawford
Roanoke Cement Company, LLC.	Front Royal
Roanoke Cement Company, LLC	Chesapeake
Roanoke Cement Company	Richmond
SKF Lubrication Systems	Hampton
Suffolk Iron Works, Inc.	Suffolk
Truck Enterprises Inc	Harrisonburg
Virginia Panel Corporation	Waynesboro
Wako Chemicals Usa, Inc.	Richmond
Williamsburg Winery	Williamsburg

Insert Name of Session here

Virginia Voluntary Protection Programs



- Virginia STAR
- Virginia Challenge
- Virginia BEST
- VOSH/VADOC Strategic Partnership



VADOC Challenge



Virginia Voluntary Protection Programs

- Virginia STAR is for companies with very good safety and health management systems that want to take it to the next level:
 - Have SHMS that fully complies with OSHA regulatory requirements
 - Have a comprehensive injury and illness recordkeeping and reporting system
 - Maintain injury and illness rates that are below the national average for the industry (three years – both TCIR and DART)
 - Initial meeting with Virginia VPP staff to review SHMS



Virginia Voluntary Protection Programs

- Management commitment
- Implement employee involvement systems
- Develop and implement worksite analysis, and hazard prevention and control processes
- Provide extensive safety and health training for employees, supervisors and management
- Outside contractors covered
- Mentorship program



Virginia Challenge

REGIONAL AND FIELD OFFICES

Northern Virginia Region
 5400 Innovation Drive, Suite 120
 Crystal Main
 Phone: (703) 392-0800
 Fax: (703) 392-0308

Central Virginia
 North Sun Business Park
 1570 E. Parkton Road
 Farmington, VA 24120
 Phone: (804) 371-3164
 Fax: (804) 371-3166

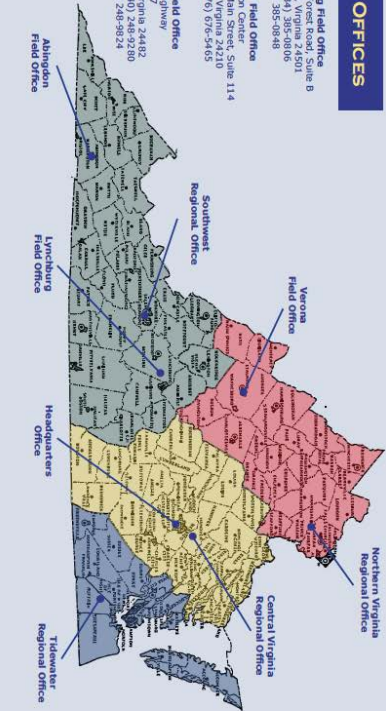
Tidewater Region
 Interstate Corporate Center
 Building 6 Drive, Suite 101
 Norfolk, Virginia 23502
 Phone: (757) 455-0891
 Fax: (757) 455-0893

Southwest Virginia Region
 3013 Peters Creek Road
 Roanoke, Virginia 24019
 Phone: (540) 562-2387
 Fax: (540) 562-2387

Lynchburg Field Office
 3704 Old Forest Road, Suite B
 Lynchburg, VA 24502
 Phone: (434) 385-0806
 Fax: (434) 385-0848

Abingdon Field Office
 The Johnson Center
 468 East Main Street, Suite 114
 Abingdon, VA 24203
 Phone: (202) 676-5455

Varona Field Office
 201 Lee Highway
 Woodstock, Virginia 24182
 Phone: (540) 248-9280
 Fax: (540) 248-9824



For more information, please contact:
Virginia Challenge Coordinator
 Crystal Main
 Phone: 540-562-3580 x114
 E-mail: Crystal.Main@doli.virginia.gov

Department of Labor and Industry
 Southwest Virginia Regional Office
 Brammer Village
 3013 Peters Creek Road
 Roanoke, VA 24019



Challenge

A step by step roadmap to making your company one of the safest and healthiest in the country.

VOLUNTARY PROTECTION PROGRAMS

Recognizing and Promoting
 Exceptional Safety and Health
 Management Systems

Headquarters Contact Number (804) 786-2382
<https://www.doli.virginia.gov>

- **Three Stages**
- **A Step-by-step Roadmap to VPP**
- **An Electronic Tool to Track Progress**
- **A Proven Method to Reduce Injuries and Illnesses**



Virginia BEST

- ❖ Building Excellence through Safety, Health and Training
- ❖ A strategic partnership between DOLI and the Associated General Contractors of Virginia (AGCVA)
- ❖ Promotes and recognizes excellence in SHMS in the Construction Industry



Virginia Voluntary Protection Programs

- ★ Chemical Plant
- ★ Foundry
- ★ Forest Products
- ★ Printers
- ★ Electric Utility
- ★ Warehousing
- ★ Snack Foods
- ★ Correctional Centers
- ★ Electronics
- ★ Plastics
- ★ Freight Haulers
- ★ Turkey Processing
- ★ Airlines
- ★ Pollution Control
- ★ Windows and Doors
- ★ Brewery
- ★ Pharmaceuticals
- ★ Electrical Transformers
- ★ Industrial Launderer
- ★ Mining Equipment
- ★ Insulation



Virginia Voluntary Protection Programs

VIRGINIA STAR SITES



39 VPP Sites

Injury and
Illness Rates
Average 60%
Below Their
Industry

TENASKA VIRGINIA PARTNERS, L.P.
TENASKA OPERATIONS, Inc.

GP
Georgia-Pacific

EASTMAN

VOSH-VADOC Strategic Partnership

VOSH has entered into a Strategic Partnership with the Virginia Department of Corrections based on VPP Challenge concepts that will bring more correctional facilities into VPP.



Caption: Commissioner of Labor and Industry C. Ray Davenport and Harold W. Clarke, Director of Corrections

VADOC Challenge



VPP Success Story



- Has a Virginia Correctional Enterprise seating and upholstery production program
- Lunenburg Correctional Center is a Security Level 2 facility housing adult male felons
- Opened in 1995 and is located on 205 acres outside of the town of Victoria in Lunenburg County
- Averages 257 full time positions and houses 1,186 offenders



VPP Success Story: The STAR Effect

- In a comparative analysis with like Virginia prisons of the Medium Security Dormitory design (MSD), LCC incurred 57% less workers' compensation costs than the average of other MSDs for the analysis period
- **Workers' Compensation annual costs for LCC went from slightly less than \$120,000 in 1998 to approximately \$3,000 in 2002, when the site achieved STAR status in VPP**



Virginia VPP Best Practices Days

- Virginia VPP and rotating STAR sites host Best Practices Day training three times a year.

Thursday, February 2, 2017 :

Virginia VPP Best Practices Day at NASA Langley Research Center
Focus on Public Sector and Higher Education



8:00 – 9:00

Registration & Networking

9:00 – 9:25

Welcome: NASA Langley Research Center, Grant Watson

9:25 – 9:30

Opening Remarks: Commissioner C. Ray Davenport

9:30 – 10:00

Laboratory Safety in a Research Environment
NASA Langley Research Center – Carter Ficklen

10:00 – 10:30

Waste Water Excellence
VA Department of Corrections – Speaker

10:30 – 11:00

Morning Break & Networking

11:00 – 11:30

Lockout/Tagout
Tenaska Virginia Generating Station – Dr. Robert Mayfield

11:30 – 12:00

Active Shooter
Norfolk Naval Shipyard – Charles “Drew” Holland

12:00 – 12:45

Networking Lunch

12:45 – 1:15

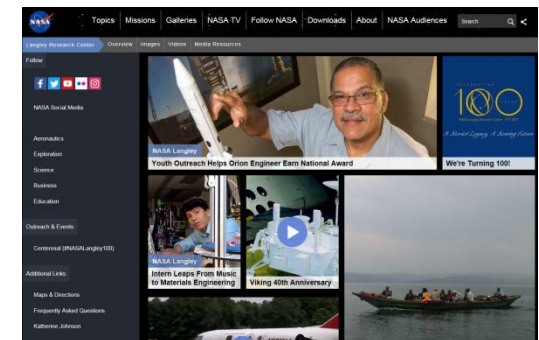
Electrical Safety
Fareva USA – Joe Morrell

1:15 – 2:00

TBD
Company Name **TBD** – Speaker **TBD**
Insert Name of Session here

2:00

Closing: NASA Langley Research Center





Voluntary Protection Programs

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VPP Manager

Virginia Voluntary Protection Programs

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QUESTIONS?

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Division of Legal Support, VPP, ORA,
OPP and OWP

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804.786.9873



<http://www.doli.virginia.gov>