



State Fiscal Year 2024 ANNUAL REPORT

This annual report contains information derived from the programs and activities of the agency during state fiscal year 2024 (SFY24 includes July 1, 2023 to June 30, 2024).



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Message from the Commissioner

Gary Pan



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This past year has been one of significant growth and innovation as DOLI continues its mission of making Virginia a better place in which to live, work, and conduct business.

I am pleased to present the Virginia Department of Labor and Industry's (DOLI) Annual Report for state fiscal year 2024 (July 1, 2023 to June 30, 2024). This past year has been one of significant growth and innovation as DOLI continues its mission of making Virginia a better place in which to live, work, and conduct business. This is an exciting mission, and I am proud to share our highlights for this reporting period as we look to the future.

- The VOSH program continues to promote best practices in workplace safety and health through inspections, consultation, training, recognition programs, and stakeholder outreach. The VOSH Institute of Learning and Outreach (VILO) was also established to provide an educational and a learning environment.
- Our cooperative programs are a valuable resource to small and medium-sized businesses across the Commonwealth by providing them with free, onsite consultation services and training to identify and prevent workplace hazards and reduce occupational injury and illness.
- The Labor and Employment Law Division administers and assures compliance with the laws of the Commonwealth that govern employee pay, the employment of children, the right to work, and certain other statutes that relate to the workplace. The Division is a member of the Hampton Roads Human Trafficking Task Force, helping to eradicate labor trafficking within the Commonwealth by raising awareness in the workplace.
- The Boiler and Pressure Vessel Safety Division works closely with the insurance industry and private inspection agencies to assure that boilers and pressure vessels are operated in a safe and secure fashion. The Division monitors 76,000 objects across the Commonwealth, and issued approximately 35,000 2-year certificates each year for boiler and pressure vessels operated within the Commonwealth over the past year.
- The Division of Registered Apprenticeship transferred to the Commonwealth's newest agency, Virginia Works, to streamline the Commonwealth's workforce efforts.

This year, DOLI Headquarters relocated from downtown Richmond to Brookfield Place in Henrico County. The new office location represents an important milestone for the Department and furthers our commitment to modernization. I extend my deepest gratitude to the dedicated employees of DOLI whose hard work and commitment are the foundation of our success.

Gary G. Pan
Commissioner

About the Agency



In SFY24, the Virginia Department of Labor and Industry (DOLI) is one of four agencies in the Secretariat of Labor.

We are tasked with promoting safe and healthy workplaces, best employment practices, the protection of children from hazardous employment conditions, and the safe operation of boilers and pressure vessels. In addition to our headquarters in Henrico County, Virginia, we operate four regional offices located in Manassas, Norfolk, Henrico, and Roanoke, as well as three field offices in Abingdon, Lynchburg, and Verona.



DOLI's budget for the state fiscal year was \$22,573,453, which included \$14,179,266 in state general funds, and \$8,394,187 in nongeneral funds. Our maximum employment level was 203 positions.

Funding was received from Federal Funds from the U. S. Department of Labor, State General Fund Appropriations, and Special Revenue Funds from various sources including Asbestos/Lead Project Permit Fees.

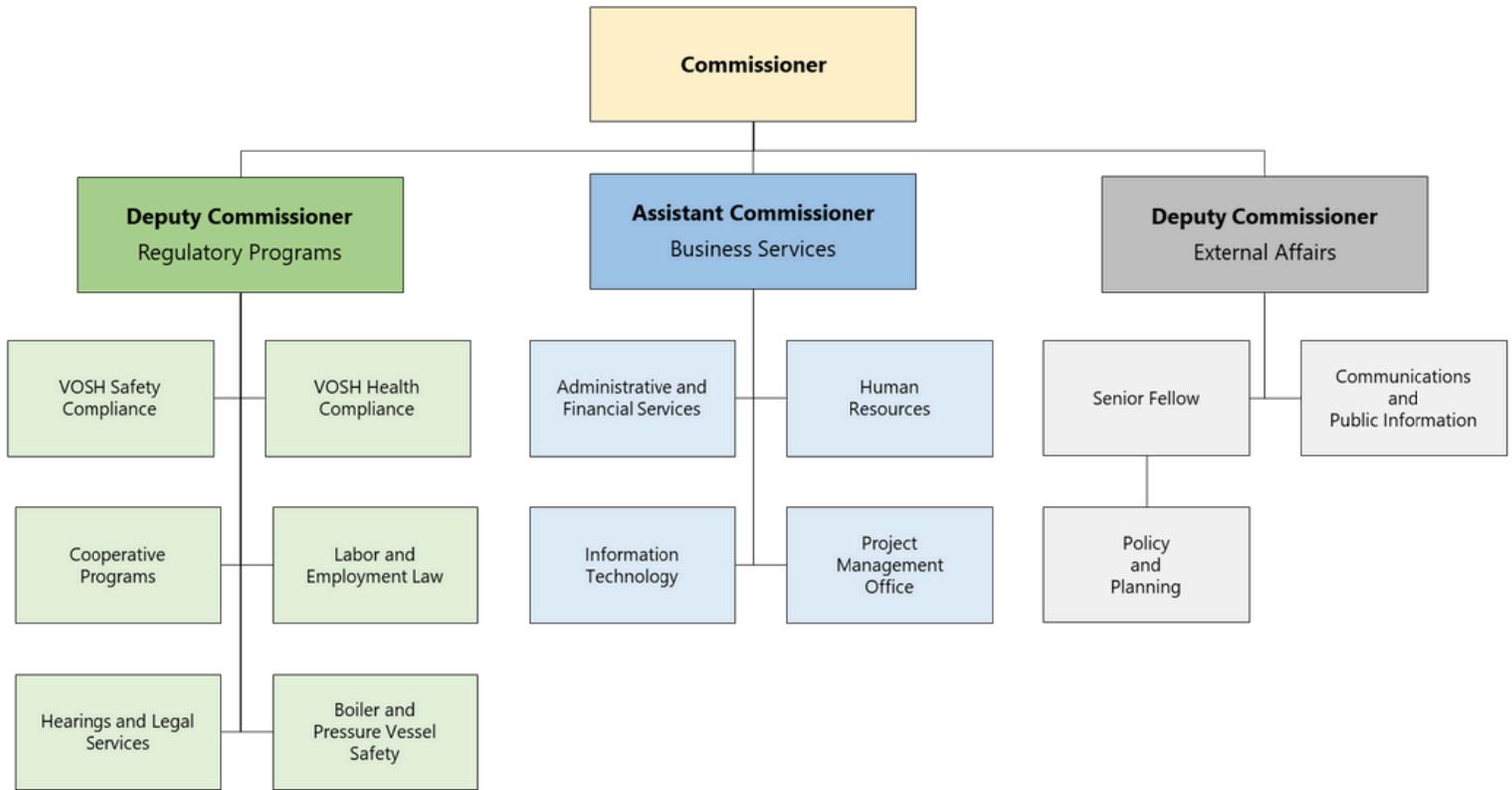
During fiscal year 2024, the Department obtained \$14,386,176 in revenue associated with federal grants, fees in the Boiler and Asbestos programs, and penalties paid to the Treasurer of Virginia as the result of violations issued by the Virginia Occupational Safety and Health and Labor and Employment Law Programs.

Programs

The agency is comprised of the following programs:

 <p>Virginia Occupational Safety and Health</p>	 <p>Labor and Employment Law Services</p>	 <p>Boiler and Pressure Vessel Safety</p>
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Organizational Chart



The Virginia Department of Labor and Industry promotes safe, healthful workplaces, best employment practices, job training opportunities, the protection of children from hazardous employment, and safe operation of boiler and pressure vessels.

Regulatory Programs

Virginia Occupational Safety and Health

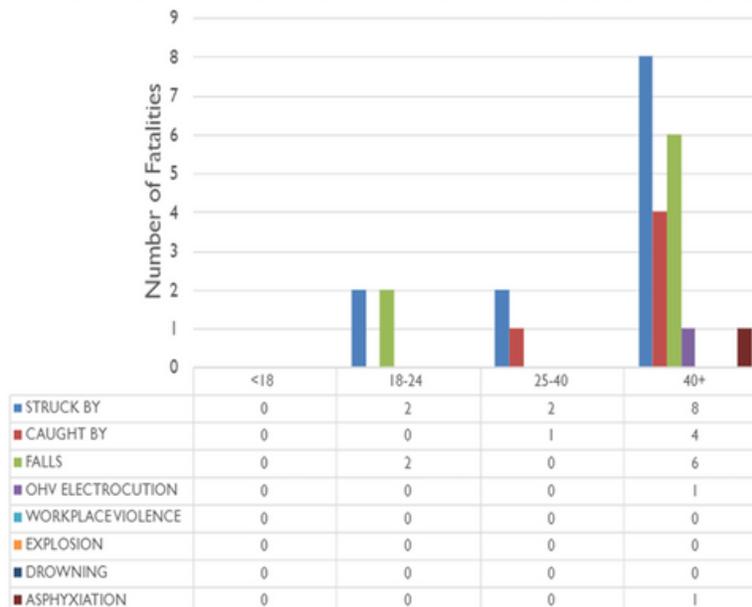
The Virginia Occupational Safety and Health (VOSH) program administers occupational safety and health activities according to the state plan agreement between the Department and the U.S. Department of Labor’s Occupational Safety and Health Administration (OSHA), as required by Va. Code § 40.1-1, for general industry, agriculture, construction, and the public sector.

The VOSH program is budgeted for 38 safety and 21 health Compliance Safety and Health Officers (CSHO) with jurisdiction over approximately 309,000 establishments and 4.8 million workers in FY 24.

Ensuring that workers have a safe and healthful workplace is the central focus of VOSH. This focus is achieved through regulatory and non-regulatory approaches which address a broad array of occupational safety and health hazards. VOSH sets and enforces standards and continually evaluates hazards and risks to the health and safety of workers.

VOSH assures compliance through a combination of unprogrammed and programmed inspections to promote safe and healthful workplaces. Unprogrammed inspections include reports of imminent danger, and serious incidents involving fatalities, amputations, and in-patient hospitalizations, as well as employee complaints, and referrals from other government agencies. Programmed inspections are those focused on specific workplace hazards or high-hazard workplaces where rates of injuries and illnesses exceed industry averages. By reaching the most hazardous workplaces, VOSH helps to reduce occupational injuries, illnesses, and fatalities.

Fatality Cause by Age Group



Regulatory Programs

Virginia Occupational Safety and Health

VOSH's Safety and Health Compliance Divisions conduct inspections in response to accidents.



VOSH's Safety and Health Compliance Divisions conduct inspections in response to accidents, as well as risk-based compliance initiatives using Worker's Compensation First Reports of Injury to investigate falls, struck-by, amputations, and other serious accidents.

Staff also promotes increased safety and health awareness in the construction sector, particularly with respect to scaffolding, fall protection, work around overhead high voltage lines, the use of heavy equipment, and trenching.

VOSH categorizes inspections as related to either the occupational safety or health of workers. Safety inspections focus on workers exposure to hazards such as electricity; falls, unguarded or inadequately guarded machines; lockout/tagout of machinery and equipment; and overhead high voltage lines. Health inspections focus on workers exposure to hazardous chemicals (e.g., carcinogens, reproductive toxicity); physical hazards (e.g., excessive noise, sources of radiation, extreme temperatures - heat or cold); biological hazards (e.g., sources of infectious diseases, molds, animal materials); and ergonomic risk factors (e.g., heavy lifting, repetitive motions, tasks with significant vibration).

Safety and Health Compliance Officers performed 1,882 inspections (FY23 1664) which resulted in the identification and correction of approximately 4,150 hazards, investigated approximately 1,864 employee complaints and referrals, of which 1,325 resulted in inspections. Staff investigated 31 fatalities.

Regulatory Programs

Virginia Occupational Safety and Health

Programmed inspections account for the greatest number of inspections conducted. Additionally, programmed inspections focused on several of VOSH's state emphasis programs (SEPs) to include amputations; fall hazards; tree trimming, logging and sawmills, overhead high voltage line safety, reverse signal operations and heavy equipment; wastewater and water treatment; and asbestos in construction. Proposed initial penalties for issued citations in state FY24 equaled \$12,876,202.80. VOSH received 548 referrals.

Legislative Changes for 2024

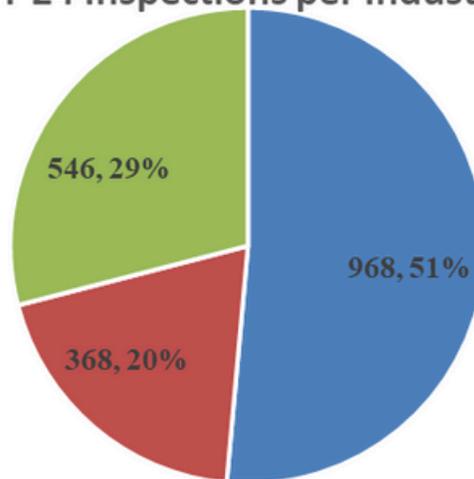
VA Code 40.1-51.20 was amended to allow for project permit fees collected from licensed asbestos and certified lead contractors to be used by the Department of Labor and Industry to support its mission under the Virginia Asbestos NESHAP Act.

VOSH conducted inspections in FY24:

1,882

Inspections in the construction industry accounted for 968, and inspections in the manufacturing industry accounted for 368. The remaining 546 inspections were related to other industry sectors.

State FY 24 Inspections per Industry Type



■ Construction ■ Manufacturing ■ Other NAICS

Cooperative Programs

Cooperative Programs provide resources that help employers comply with VOSH regulations. The agency invests considerable time, effort, and resources in providing consultation and training services and coordinating voluntary protection programs which recognize employers who implement exceptional safety and health management systems.

Through the Virginia On-site Consultation Program, we offer free, confidential occupational safety and health consultation and training to small and medium-sized businesses across the Commonwealth who request our assistance, with priority given to high-hazard worksites.

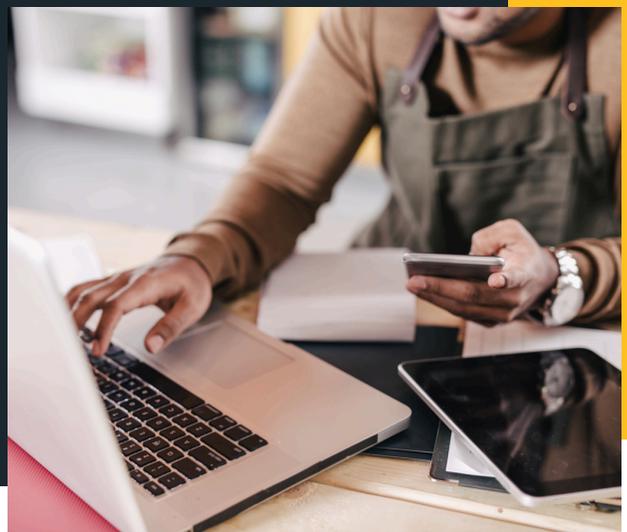
On-site Consultation services, which are funded 90% by OSHA, do not lead to penalties or citations. Rather, employers find out about and correct hazards at their worksites, improve their occupational injury and illness prevention programs, decrease workers' compensation costs, maintain and even enhance productivity, and may qualify for a one-year exemption from general schedule VOSH inspections.

The Virginia Safety and Health Achievement Recognition Program (SHARP) recognizes small business employers who operate exemplary injury and illness prevention programs.



Virginia On-site Consultation Program

The Department of Labor and Industry provides free VOSH Consultation services to help small Virginia employers, with less than 250 employees, better understand and voluntarily comply with the Virginia Occupational Safety and Health (VOSH) standards.



Cooperative Programs

Voluntary Protection Programs

Virginia Voluntary Protection Programs (VPP) recognizes and promotes exceptional safety and health management systems. In VPP, the Department of Labor and Industry's Occupational Safety and Health (VOSH) staff establish a cooperative relationship with management at Virginia workplaces that have implemented exemplary safety and health programs.

Programs:



Virginia Challenge

Improve safety and health management systems to reduce or eliminate injuries.



Virginia STAR

Promote worksite-based safety and health excellence.



Virginia BEST

A strategic partnership between VOSH and the Associated General Contractors of Virginia.



Virginia BUILT

A strategic partnership between VOSH and the Associated Builders and Contractors – Virginia Chapter.

Cooperative Programs

Virginia STAR

Virginia STAR sites must operate a comprehensive safety and health management system consisting of four essential elements: management leadership and employee involvement, worksite analysis, hazard prevention and control, and safety and health training. A key metric of the success of the program is that recipients of the STAR recognition typically post injury and illness rates that are 50% below the rate of their counterparts in their respective industries.

In 2024, there were 36 Virginia STAR sites. Two new sites were added.

36 Sites

- **11 Virginia CHALLENGE**
 - 1 participant graduated
- **13 Virginia BEST**
 - Two new participants in 2024
- **4 Virginia BUILT**
 - Two new participants in 2024
- **8 VADOC CHALLENGE**

Virginia CHALLENGE

The Virginia CHALLENGE Program complements Virginia STAR by providing employers with a roadmap for eventual STAR designation. This program engages a volunteer network of safety and health professionals to provide guidance and assistance to others in the development of their own safety and health management systems. The Program offers three levels of participation and recognizes employers during each stage while demonstrating incremental improvements on their path to attaining Virginia STAR.



Cooperative Programs

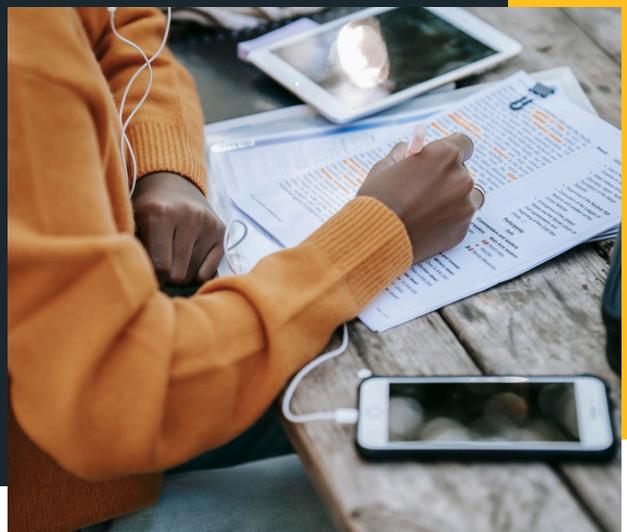
DOLI and the Virginia Department of Corrections (VADOC)

DOLI and the Virginia Department of Corrections have had a strategic partnership since 2018 that incorporates concepts of the Virginia CHALLENGE Program to promote safety and health at Virginia’s correctional facilities. Two VADOC facilities --the Augusta and Lunenburg correctional centers-- are the only two correctional facilities in the nation to have received the STAR designation and served as the impetus for DOLI and VADOC to begin their partnership to spread the program to other correctional facilities in the Commonwealth. During the year, eight other VADOC facilities participated in VADOC Challenge.



Current VADOC sites include:

- Baskerville Correctional Center
- Caroline Correctional Unit 2
- Dillwyn Correctional Center
- Green Rock Correctional Center
- Greenville Work Center
- Harrisonburg Men’s Community Corrections Alternative Program
- Red Onion State Prison
- Virginia Correctional Enterprises HQ



Cooperative Programs



Virginia BEST

The Building Excellence in Safety, Health, and Training (BEST) program is a unique model for partnering with general contractors to improve site safety in the construction sector. In 2024, there were thirteen (13) BEST sites.

Virginia BUILT

The Virginia BUILT program is a strategic partnership between the agency and the Associated Builders and Contractors of Virginia (ABCVA). The partnership is designed to encourage and recognize ABCVA members who voluntarily implement highly effective safety and health management systems to benefit construction workers and reduce or eliminate injuries, illnesses, and fatalities on construction sites in Virginia.

Key components of the program include mentorship and the association's own safety training evaluation process. Participating association members measure their safety processes and policies on 24 different criteria.

In 2024, Virginia BUILT had four (4) companies.

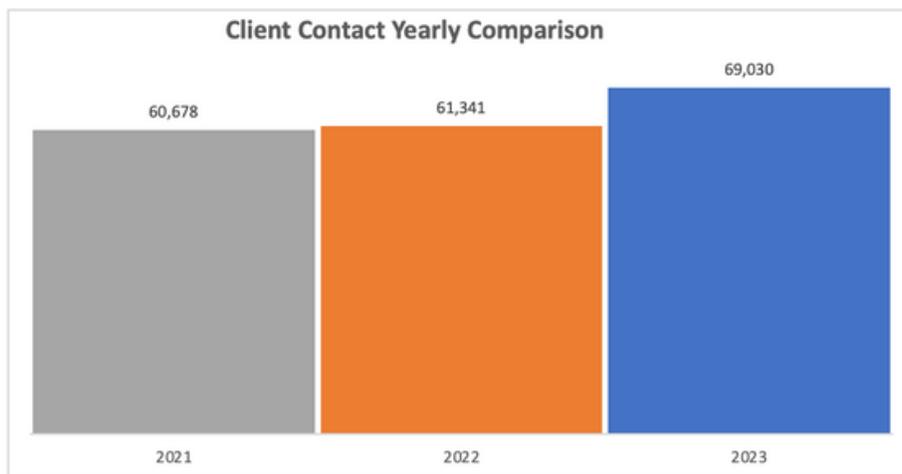


Labor and Employment Law

The Labor and Employment Law Division leads and administers programs that assure compliance with the laws that address pay, assignment of wages, minimum wage payments, employment of children, anti-retaliation, right to work, prevailing wage, non-compete and human trafficking poster requirements. Also, included are certain other statutes related to employment in the Commonwealth. The Division also provides consultation services to the public concerning garnishments and other court ordered wage withholdings.



Staff responded to a weekly average of 1,328 requests for assistance, including e-mails, telephone calls, client visits, and letters. The Division continues to experience increased demands for assistance year-over-year.



Wage Investigations

The Division's Payment of Wage team investigates complaints concerning unpaid wages in accordance with Va. Code § 40.1-29. The team also oversees claims brought pursuant to the Virginia Minimum Wage Act, Va. Code § 40.1-28.8 *et seq.*, and individual prevailing wage claims associated with Va. Code § 2.2-4321.3. Investigations may be resolved informally or formally, and final orders for wages and civil penalties may be assessed for non-compliance.



1,015

Payment of Wage Claims
Received

1,036

Payment of Wage Claims
Investigated

662

First Response Claims Closed

408

Formal Investigation Claims
Closed

\$602,266

Dollar Amount of Unpaid
Wages Determined Due to
Virginia Workers

\$490,675

Dollar Amount of Unpaid
Wages **Collected** for Virginia
Workers

Youth Employment

The Division's Child Labor team administers and ensures compliance with the Commonwealth's laws and regulations related to the employment of youth including the issuance of Employment Certificates for youth ages 14 and 15. Youth participating in professional theatrical productions also apply for Theatrical Permits through the team.

23,004

Employment Certificate Applications

424

Theatrical Permit Applications

998

Employment Certificate Application Investigations

618

Youth Employment Compliance Inspections

28

Complaints Investigated

1,059

Child Labor Violations Cited

\$229,870

Assessed Child Labor Penalties

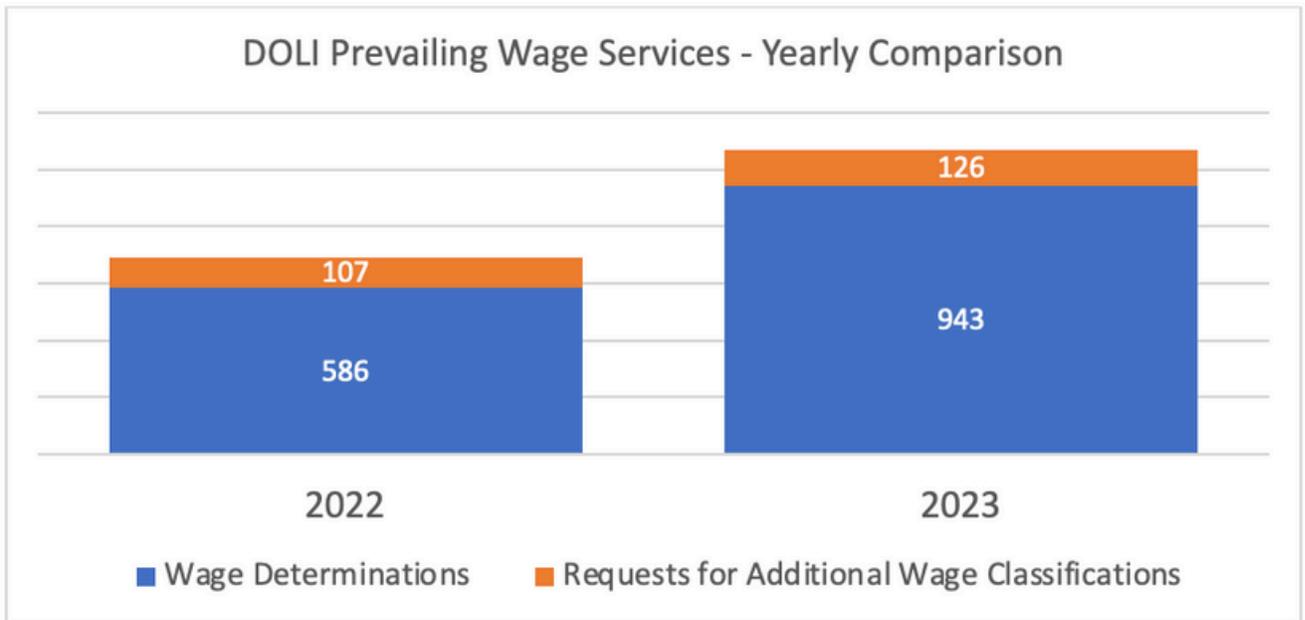
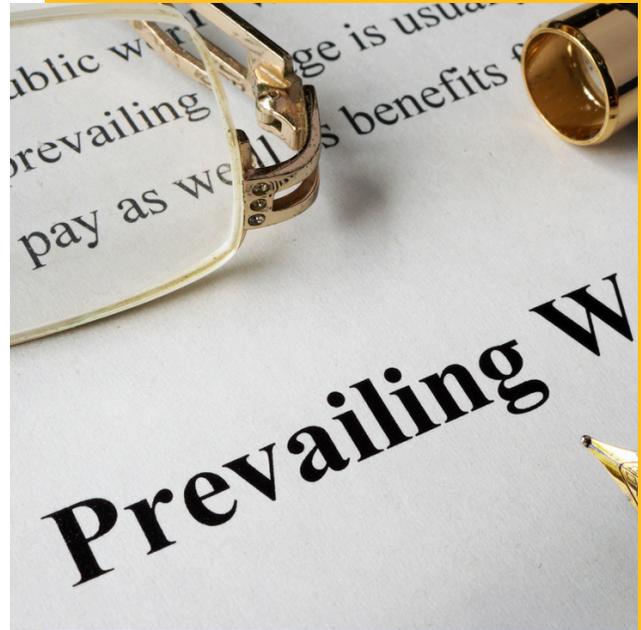
\$156,439

Collected Child Labor Penalties



Prevailing Wage

The Virginia Prevailing Wage Law went into effect on May 1, 2021. It sets forth the rates of pay, benefits, and other remuneration and duties of certain public officials under contracts and subcontracts for public works in Virginia. The Commissioner of Labor and Industry determines the applicable prevailing wage rates based on determinations made by the U.S. Secretary of Labor under the provisions of the Davis-Bacon Act, 40 U.S.C. § 276 *et seq.* as amended.



New Labor Laws

Effective July 2023



Child Labor Apprentices

Va. Code § 40.1-100 was amended to allow children aged sixteen or older to work as registered apprentices in barbershops or cosmetology salons.

Employer Use of Employee Social Security Numbers

Va. Code § 40.1-28.7:10 was enacted and prohibits an employer from using an employee's Social Security number, or any derivative thereof, as an employee identification number or as part of an identification card or badge, access card or badge, or any other similar employer-issued card or badge.

Unpaid Organ Donation Leave

Va. Code §§ 40.1-33.7 through 40.1-33.12 were enacted to provide eligible employees with unpaid organ donation leave to serve as an organ donor or bone marrow donor. Employers may not consider the use of this leave to be a break in continuous service with respect to employee benefits. An employer is also prohibited from retaliating against an employee for exercising their rights to unpaid organ donation leave.

Minimum Wage Exemption Removed for Certain Workers with Disabilities

Va. Code § 40.1-28.9 was amended and now states that individuals employed under Section 14(c) Certificates issued by the U.S. DOL's Wage and Hour Division will no longer be exempt from the Virginia Minimum Wage Act if such certificate was issued on or after July 1, 2023. Individuals employed under certificates issued prior to July 1, 2023, will continue to be exempt from the Virginia Minimum Wage Act pending the second enactment of House Bill 1924 on July 1, 2030.

A news release was published to the Agency website summarizing these legislative changes for Virginia employees, employers, and stakeholders.

Labor Laws Passed by the General Assembly

Effective July 2024

Increased Child Labor Civil Penalties

Va. Code § 40.1-113 was amended to raise the maximum civil penalty for violations of Child Labor laws resulting in serious injury or death from \$10,000 to \$25,000 and increases the maximum civil penalty for other violations from \$1,000 to \$2,500, with a minimum penalty of \$500. Additionally, the legislation mandates the Department of Labor and Industry to create a stakeholder work group to develop education and outreach plans about Child Labor laws for young workers, their parents or guardians, and employers. The Division updated and implemented civil monetary penalties consistent with the new law, conducted educational outreach sessions for stakeholders, and published information about the change on the Agency's website. Additionally, the Agency has established a workgroup dedicated to coordinating ongoing educational and outreach efforts for stakeholders.

Minimum Wage

The Virginia minimum wage will increase to \$12.41 per hour across the Commonwealth effective January 1, 2025, pursuant to VA Code §40.1-28.10(f). This increase is equal to the percentage by which the United States Average Consumer Price Index for all items, all urban consumers (CPI-U), as published by the Bureau of Labor Statistics of the U.S. Department of Labor, increased during the 2023 calendar year. The Division announced the statutory increase on the Agency's website and released a targeted announcement to various stakeholders in the Commonwealth.

Employee Protections for Medicinal Use of Cannabis Oil

Va. Code § 40.1-27.4 was amended to specify that employers cannot discriminate against employees for the lawful use of medicinal cannabis oil if it conforms to the laws of the Commonwealth. Va. Code § 40.1-27.4 now extends these protections to employees of the Commonwealth and other public bodies, excluding law-enforcement officers.

Workplace Poster for Veteran Benefits and Services

Va. Code § 40.1-28.7:11 was enacted to direct the Department of Labor and Industry, in consultation with the Department of Veterans Services, to create a poster detailing benefits and services for veterans, which employers can display in the workplace. The Agency collaborated with the Virginia Department of Veteran Services to create the "Resources to Virginia Veterans" poster, highlighting the resources available to Virginia's veterans at no cost. The poster is available on the Agency website and provided to customers upon request.



Hearings and Legal Services



Hearings and Legal Services Division

The Hearings and Legal Services Division provides general legal and technical support to DOLI's occupational safety and health programs and other programs in the agency as needed.



Among its responsibilities are:

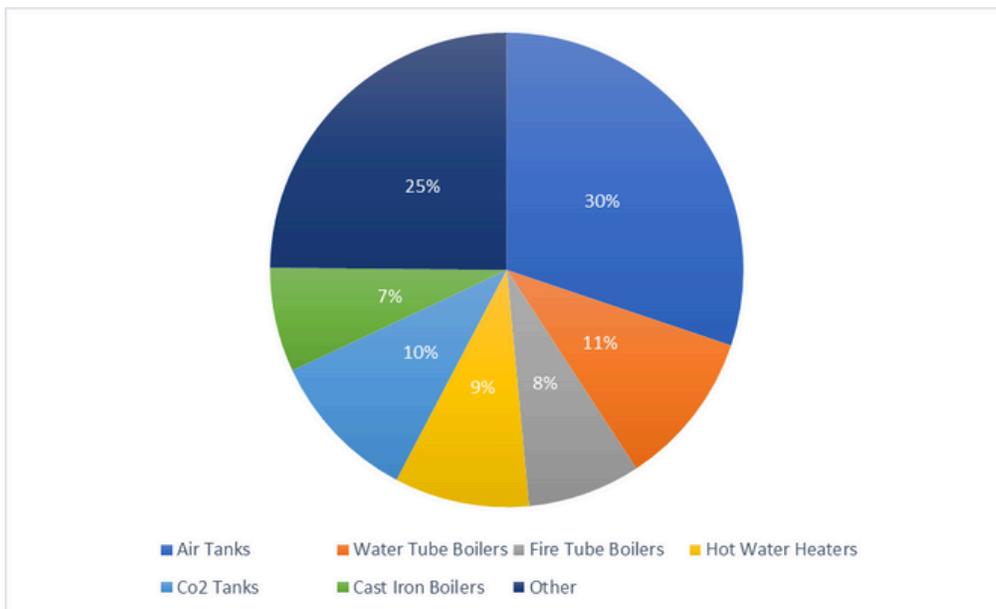
- Significant cases (e.g., pre-citation review of fatality and proposed willful citation cases)
- Reviewing VOSH contested cases
- Formal settlement agreements
- Litigating VOSH contested cases in Virginia Circuit Courts by serving as Special Assistant Commonwealth's Attorneys or assisting Commonwealth's Attorneys in their prosecution of our cases. Litigation work is done with the review and approval of the Assistant Attorney General assigned to the Department.
- Administrative search warrant requests
- Subpoenas for documents and testimony
- Assisting divisions in the development of policies and procedures, regulations, standards, and statutory changes.
- Processing information requests under the Virginia Freedom of Information Act

Boiler and Pressure Vessel Safety

The Boiler and Pressure Vessel Safety Division works collaboratively with the insurance industry and private contract fee inspection companies to protect human life, property, and infrastructure by seeking compliance with applicable laws and regulations regarding the installation, certification, safe operation, maintenance, and repairs of industrial boilers and pressure vessels throughout the Commonwealth. The boilers and pressure vessels, called objects, are used in many settings; office complexes, apartments, hospitals, factories, restaurants, and auto repair shops to name a few.



There are approximately 76,000 registered boilers and pressure vessels in Virginia that are subject to the inspection and certification requirements of the Boiler and Pressure Safety Act, Va. Code § 40.1-51.5 et seq. Of the more than 30 categories used to track objects, the top seven major categories are air tanks - 22,881 (30%), water tube boilers - 8,044 (11%), fire tube boilers - 5,907 (8%), hot water heaters - 7,010 (9%), CO2 tanks - 7,879 (10%), cast-iron boilers - 5,407 (7%), and Other Vessels - 18,872 (25%)



Boiler and Pressure Vessel Safety



Staff provides guidance to industry and collaborates with partners and stakeholders at the state and local level.



Staff provides guidance to industry and collaborates with partners and stakeholders at the state and local level. However, staff does not conduct inspections. Rather, inspections are handled by insurance companies that issue policies covering boilers and pressure vessels, by private contract fee inspection companies (369 companies), and by owner and users of objects who obtained inspection commissions from the agency. Currently, there are 13 insurance companies and 5 contract fee companies licensed to operate in the Commonwealth. For the fiscal year, the Division has processed 31,755 inspection reports from 189 inspectors resulting in 29,108 Certificates being issued. In addition, Boiler Safety issued 1,997 violations, closed 2,155 violations, sent \$579,020 invoices, and collected \$522,740 in Certificate fees.



Administrative and Financial Services

The Division of Administration and Financial Services provides budgeting, accounts payable and receivable, procurement, fleet management, facilities management, training and travel coordination services to support agency regulatory programs.

Human Resources

The Division of Human Resources (DHR) mission statement outlines our ongoing commitment to recruit, develop, and retain a competent, dedicated, and diverse workforce that provides high quality programs and services designed to promote the safety and wellbeing of Virginia's workers.

Recognition Programs

At DOLI, we recognize that our employees are our greatest asset. To honor their exceptional contributions, the DHR acknowledges outstanding achievements throughout the year. During Public Service Week, DOLI staff celebrated with a range of programs and activities to pay tribute to those who diligently serve the citizens of the Commonwealth.

Recruitment

DHR manages the recruitment and selection processes for the agency. DOLI has consistently earned recognition from the Department of Human Resource Management as one of the "Think 50 Super Star" agencies for filling vacant positions within 50 days or less. This year, our average fill time was 52 days, a slight increase from the previous year's 50 days. We continue our efforts to fill vacant positions with well-qualified applicants in a timely way to achieve an excellent level of customer service.

DHR also completed the Employment Opportunities Plan which outlines the agency's strategy for increasing employment opportunities for individuals with disabilities. The SWOT Analysis revealed an overall positive agency environment for the employment and retention of individuals with disabilities.

Administrative and Financial Services



Our Veterans

DOLI continues to employ a significant number of veterans in its workforce. DOLI has received the V3 Governor's Award in the past and is proud that 15% of its current workforce are veterans!



Training and Development

Training and career development remain central to our recruitment and retention strategies. To strengthen these initiatives, DOLI has recently brought on board an HR Consultant to assist with the implementation of LinkedIn Learning and the creation of career ladders for all positions within the agency. LinkedIn Learning offers over 21,000 courses and allows staff to achieve their professional goals through curated learning paths based on individual skill levels and business need. DHR encourages personal and professional development and supports educational opportunities for its staff as a reflection of a commitment to life-long learning. By taking advantage of no-cost seminars, training sessions, and forums, DHR team members have continually increased our knowledge base as well as remained current on changes in the HR field.

Administrative and Financial Services

Project Management Office

Positive results realized in the PMO's first quarter:

- Developed agency-tailored best practices based on Project Management Institute's (PMI) standards
- Revitalized agency-wide method to request new projects
- Refined existing Project Tracker worksheet
- Developed a Project Dashboard for agency-all view of current projects
- Established a weekly project review with key stakeholders and staff
- Advanced many projects to a more mature state
- Drafted agency PMO Policy

Information Technology

The Division of Information Technology manages the deployment and support of all communications and technology equipment and services, in conjunction with the Virginia Information Technologies Agency (VITA). The IT team also plans strategies to support the agency's future technological initiatives.

The team was integral this year in the development and deployment of new customer experience workstreams, supporting citizen and business access to state and federal employment program requirements.



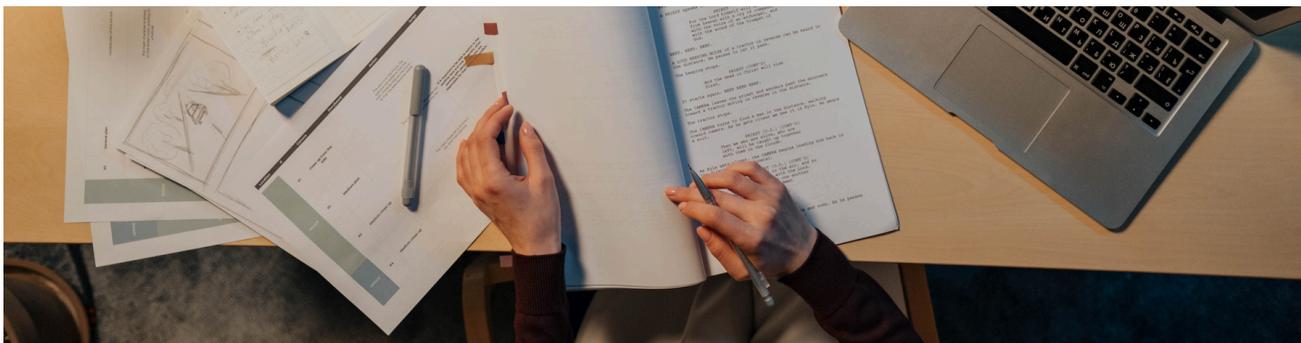
External Affairs and Agency Liaison:

Office of Policy and Planning (OPP)

The Office of Policy and Planning supports the agency and its divisions by providing research, drafting, and review of policy statements; managing the Virginia State Plan; developing the Virginia Occupational Safety and Health (VOSH) Annual Performance Plan, VOSH State OSHA Activity Report (SOAR), VOSH 23(g) grant application, the agency's annual report, and legislative studies; assisting the programs with drafting division specific standards, regulations, policies, and procedures; providing strategic planning, goal setting, and evaluation assistance; legislative support; responding to Freedom of Information Act (FOIA) requests; referring Worker Misclassification information to other state agencies; providing workplace posters to employers; responding to constituent correspondence; providing staff support to the Safety and Health Codes Board; directing the agency grant program with the federal Bureau of Labor Statistics (BLS) for the annual Survey of Occupational Injuries and Illnesses (SOII) and the Census of Fatal Occupational Injuries (CFOI); and directing agency records management, retention, and destruction activities.

Staff provided direct support to the Safety and Health Codes Board, which held public meetings on September 18, 2023, and August 9, 2024. These meetings resulted in adopting OSHA's Final Rule to Improve Tracking of Workplace Injuries and Illnesses, and the periodic review of four (4) regulations.

OPP supported VOSH's adoption of one (1) OSHA standard: The Final Rule on the Department of Labor Civil Penalties for Inflation Adjustment Act (annual adjustment for 2023), and seven (7) program directives. Four (4) were National Emphasis Program (NEP) directives on Trenching and Excavation, Amputations in Manufacturing Industries, Falls, and Warehousing and Distribution Center Operations. The other directive was Consultation Policies and Procedures Manual.



External Affairs and Agency Liaison:

Office Policy and Planning (OPP)

During the 2024 General Assembly legislative session, OPP tracked 102 bills. The session concluded with requirements for the agency to create a workplace poster for veteran's benefits, create a workplace harassment training and organize a work group on child labor.

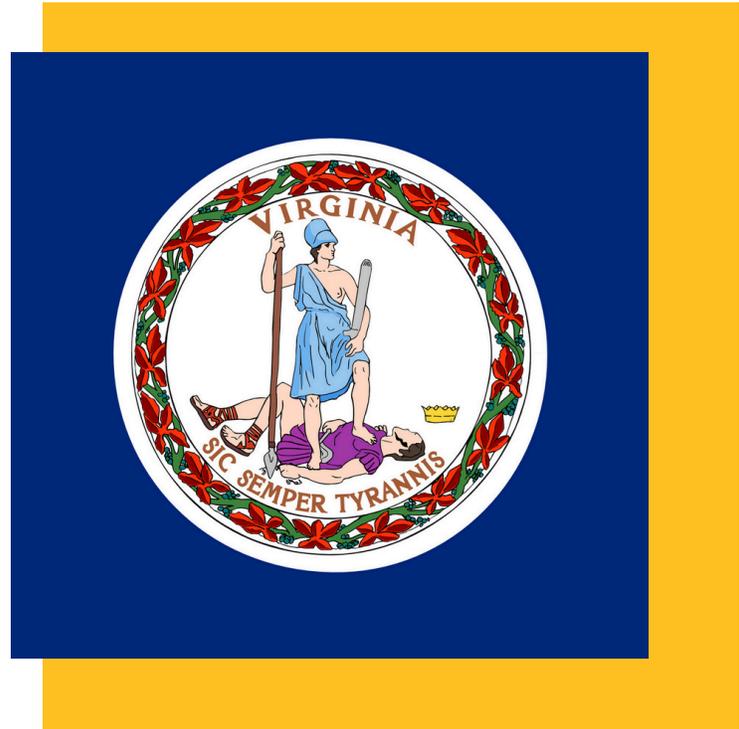
During SFY2024, the agency's Freedom of Information Act (FOIA) Coordinator responded to 351 FOIA requests, resulting in 13,839 pages copied for citations, files, and computer reports. OPP referred eleven (11) worker misclassification complaints to the Department of Professional and Occupational Regulation (DPOR); provided workplace posters to 133 employers; and responded to 75 constituents on behalf of the Governor.

The agency relocated its Headquarters requiring a push for records management to avoid unnecessarily moving documents that could be destroyed in accordance with the Virginia Public Records Act.

OPP also developed VOSH's submission to the Occupational Safety and Health State Plan Association (OSHSPA) Grassroots publication with assistance from program directors.

Communications and Public Information

The agency updated its website to improve user interface and promote engagement with stakeholders. This included accepting payments and applications online to ensure a more efficient user experience.



External Affairs and Agency Liaison

Office of Research and Analysis

The Office of Research and Analysis (ORA) collects, analyzes, and produces data related to workplace injuries, illnesses, and fatalities. This data is collected as part of two annual projects: The Census of Fatal Occupational Injuries (CFOI) and the Survey of Occupational Injuries and Illnesses (SOII). The results of these efforts are published annually by the U.S. Department of Labor, Bureau of Labor Statistics (BLS). The data is not typically released for two years prior to the publication date and can be found here:

<https://www.bls.gov/iif/state-data.htm#VA>.



Census of Fatal Occupational Injuries (CFOI)

The CFOI, part of the BLS Occupational Safety and Health Statistics (OSHS) program, compiles a count of all fatal work injuries occurring in the U.S. during the calendar year. The CFOI program uses diverse state, federal, and independent data sources to identify, verify, and describe fatal work injuries. This ensures counts are as complete and accurate as possible. Workplace fatalities are categorized into various events including transportation incidents, violence and other injuries by persons or animals, and falls, slips, or trips.

The incidence rate for fatal occupational injuries and illnesses is calculated as the number of injuries and illnesses per 100,000 full-time equivalent workers during a calendar year. CFOI fatality counts exclude illness-related deaths unless precipitated by an injury event. This data is collected through the annual CFOI.

During calendar year 2022 in Virginia, there were 144 total fatal injuries reported by employers in all ownerships (public and private), occurring at a rate of 3.4 deaths per 100,000 full-time equivalent workers. Nationally, the rate was 3.7 deaths per 100,000 full-time equivalent workers. CFOI collects data bi-annually and 2022 is the latest data available.



External Affairs and Agency Liaison

The Survey of Occupational Injuries and Illnesses (SOII)

The SOII produces estimates of counts and incidence rates of employer-reported nonfatal workplace injuries and illnesses by industry and type of case, as well as more detailed estimates of case circumstances and worker characteristics for cases that resulted in days away from work as well as, day of job transfer or restriction. The information collected includes the employee's age, length of service, occupation, as well as, the nature and sources of the injury and illness, events and types of exposures, and the part of the body affected.

Non-Fatal Occupational Injuries and Illnesses in Virginia

The incidence rate for non-fatal occupational injuries and illnesses is calculated as the number of injuries and illnesses per 100 full-time equivalent workers during a calendar year. Counts and incidence rates for days away from work cases are presented at a different precision level than for other case types. Data users are cautioned to account for different levels of precision when analyzing estimates. This data is collected through the annual SOII.

During calendar year 2022 in Virginia, there were approximately 75,700 nonfatal workplace injuries and illnesses reported by employers in all ownerships (public and private), occurring at a rate of 2.5 cases per 100 FTE workers. Nationally, the incident rate for the private sector was 3.0 cases per 100 FTE workers.

More Information About DOLI



Making Virginia a better place in which to work, live, and conduct business

Since 1898, DOLI has served its citizens, employers, and employees of the Commonwealth. It is the mission of the Virginia Department of Labor and Industry (DOLI) to make Virginia a better place in which to work, live, and conduct business. We achieve this goal by promoting safe, healthful workplaces, best employment practices, job training opportunities through registered apprenticeship, the protection of children from hazardous employment, and safe operation of boiler and pressure vessels.



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