



MIOSHA Fact Sheet

Protecting Workers in Tough Times

Protecting Worker Safety & Health Can Help Your Business Survive In Tough Economic Times

Businesses today are struggling to survive in the most precarious economic conditions we have seen in our lifetime. When facing the challenging times of today, now is not the time to cut corners. The costs of reacting to workplace injuries and illnesses far exceed the costs of preventing them from happening in the first place.

The Michigan Occupational Safety and Health Administration (MIOSHA) is launching an extensive awareness campaign, *“Protecting Workers in Tough Economic Times,”* on how a comprehensive safety and health management system can help employers protect their workers and their bottom line.

As part of this initiative, the MIOSHA program is offering penalty reductions to companies who are compliant at the end of a MIOSHA inspection, as well as other incentives to encourage companies to develop safety and health management systems that protect their workers.

MIOSHA Incentives to Work Safe

The MIOSHA Program recognizes the difficulties that employers and employees are facing and will do all that we can to help address workplace safety and health issues. MIOSHA is offering the significant changes listed below to help employers comply with MIOSHA requirements.

- **Penalty Reduction** – an additional 10 percent penalty reduction may be applied for prompt abatement.
- **Penalty Payment Plan** – an extended payment plan will allow employers the opportunity to pay the citation penalty in installments rather than one lump sum.
- **Focused Inspections** – inspections in most targeted general industry workplaces will focus on the primary hazards of the industry, instead of the traditional “wall-to-wall” approach.
- **OTS Violations Not Cited** – Other-than-Serious (OTS) violations relating to focused hazards will not be cited if the violation is abated in the presence of the inspector.
- **Waiver of FOIA Fees** – waiver of FOIA fees for employers up to \$100.00 for a copy of their file.
- **Prehearing Options** – three alternative options to prehearings conducted in Lansing will be available.
- **Inspection Deferrals** – employers working with the Consultation Education & Training (CET) Division may receive a deferral from a MIOSHA enforcement routine inspection.
- **Good Faith Credits** – new “Good Faith Credits” for penalty reductions have been implemented.
- **MTI Training Scholarships** – \$18,000 in safety and health training scholarships will be available for MIOSHA Training Institute (MTI) courses in FY 2010.
- **Increase Publication Limits** – the CET Division will increase the limits on free copies of popular printed material, like permits, stickers, and posters.
- **Access to Standards** – All MIOSHA standards are now searchable and downloadable from our website, and our new “A-Z Index” makes locating standards easier.
- **Free Video Loan Library** – the CET Video Library is transitioning from VHS to DVDs and has 76 DVD titles on a wide range of safety and health topics available on a free-loan basis.

Safety Adds Value to the Workplace

MIOSHA urges proactive attention to safety and health diligence in all workplaces. Fatal accidents can be prevented when employers develop and implement safety and health management systems. These systems include not only following MIOSHA rules, but emphasize the need for ongoing strong leadership support, employee involvement, worksite monitoring, and training.

Federal OSHA estimates that for every \$1 invested in workplace safety, employers see a \$4 to \$6 return. Besides protecting workers, the benefits of implementing a safety and health management system include:

- Lower workers' compensation costs due to fewer injuries,
- Increased productivity, efficiency and product quality,
- Increased employee morale and well being, and
- Lower absenteeism and employee turnover.

Safety and Health System Elements

1. Management Commitment
2. Employee Involvement
3. Worksite Analysis
4. Hazard Recognition and Control
5. Safety and Health Training

Tips for Implementing these Elements

1. Lead by example and foster accountability.
2. Include employees in decision making.
3. Keep machinery in good working condition.
4. Routinely conduct walk-arounds to identify hazards.
5. Consider alternatives to classroom training.

Allocate Resources toward the Areas of Greatest Need

Workplace safety just makes good business sense. The direct costs of workplace accidents were estimated at \$48.6 billion in 2006 (*Liberty Mutual 2008 Workplace Safety Index*). Liberty Mutual estimates that businesses pay an additional \$127 billion to \$212 billion of indirect costs, bringing the total financial impact of serious workplace incidents to between \$170 and \$255 billion annually.

Injuries and illnesses increase workers' compensation and retraining costs, absenteeism, and faulty product. Companies can use their recordkeeping data to identify the leading causes of their most compensable injuries. They can incorporate that information into their safety and health system to have the greatest prevention impact.

Top Causes of Disabling Workplace Injuries*

1. Overexertion
2. Fall on the same level
3. Fall to lower level
4. Bodily reaction - slipping without falling
5. Struck by object
6. Struck against object
7. Highway accident
8. Caught in/compressed by
9. Repetitive motion
10. Assaults/violent acts

**Liberty Mutual 2008 Workplace Safety Index*

The **MIOSHA Consultation Education and Training (CET) Division** has consultants available to provide employers with assistance in creating safety and health systems and implementing long-term safety and health solutions. For free statewide assistance, companies can call the **CET Division at 517.322.1809**, or toll-free at **800.866.4674**, or visit our website at www.michigan.gov/miosha.

Information on the "*Business Case for Safety and Health*" is available on the OSHA website at www.osha.gov.

LARA is an equal opportunity employer/program.

Auxiliary aids, services and other reasonable accommodations are available upon request to individuals with disabilities.



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