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## WHAT'S HAPPENING

### MIOSHA SCORECARD

In 2011, Governor Snyder announced the implementation of the state Dashboard to create better government by establishing measures for specific performance. The dashboard provides a quick assessment of the state's performance in key areas including: economic strength; health and education; value for money; government; quality of life; and public safety. The overall goal is to create more transparent and efficient state government programs and services.

The LARA Scorecard includes measures from programs throughout the department, including MIOSHA. It is focused on creating "real results for real people" that move us toward the department mission to reinvent government while consistently serving our customers fairly, honestly and respectfully through an engaged and creative employee team. Definitely a good fit for our work in MIOSHA. The metrics included in the LARA Scorecard include primary department responsibilities; reinventing regulation, timely hearings, efficient licensing and permitting, helping customers, economic indicators (unemployment rate, workers' compensation costs, utility costs, etc.).

The MIOSHA Scorecard includes a total of 10 metrics; seven from the MIOSHA program area and three from the Wage and Hour area. Each month MIOSHA submits a scorecard showing the 10 different activity measures. Please see the attachment for [September's scorecard](#). There are several factors that should be considered when evaluating the information contained in the scorecard.

First is the **Frequency**. Some of the data sets are collected annually, some quarterly and some monthly. Even though the period for this month's sheet is listed as September 2012, the annual data is actually for FY 2011, the quarterly data is for the third quarter of FY 2012, and the monthly data is for August 2012. This is due to when the data is compiled and made available to us.

Second is the **Status** indicator. The **Status** indicator measures our current performance against the target goal. Green indicates that we are 90% or greater towards achieving the goal. Yellow means that we are 75% to 90% within reaching our goal. Red (which we hope to never have) shows that we are below 75% of our targeted goal.

Lastly is the **Trend** indicator. The **Trend** indicator compares our current performance to the previous measurement period. An up or down arrow only indicates the comparison to the time frames and does not compare either number to the target, it is just a snapshot between the periods. Some metrics (#1 and #2) show a blue up arrow when we have had a negative trend. However, we are still below our targeted goals for each measure (green status).

It's important to remember to evaluate all of the information in the entire row of the metric to determine how effective the various parts of MIOSHA are performing and to not focus on just one particular factor (e.g., Trend arrows).

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## LEGISLATION AFFECTING MIOSHA

Bills addressing elimination of the Occupational Health Standards Commission and adding criteria for establishing a clear and convincing need for a Michigan specific rule were reported out of Committee and to the Senate floor Wednesday, October 17th. The Committee also approved recommending immediate effect for both. The legislation would allow MIOSHA to be ruled like other government agencies -- where specific industry experts can deal with particular health and safety issues on an "as needed" basis.

MIOSHA is working on an internal policy to continue to convene advisory committees as part of our promulgation process. We are looking at this as an opportunity to change the role of the advisory committee from strictly looking at rule language to a more holistic discussion of how the rule should be communicated to affected employers/employees, what training or information resources are needed, what might some best practices for coming into compliance be, etc.

There are also two bills introduced in the House which would eliminate the Construction Safety and General Industry standards commissions. Hearings on those bills have not been held to date.

## POSTER REQUIREMENTS

A common question that MIOSHA gets is, "What posters are required in the workplace?" The posters they are asking about are occupational safety and health posters, and more broadly, any and all labor-related posters. Below is the list of the required posters for occupational safety and health.

Before the posters are required, the employer has to first meet a legal threshold. The most basic requirement is that the employer has to employ one or more employees (as opposed to working only for themselves). Domestic employment is also exempt. Other prerequisites are described in the list that follows:

- MIOSHA poster – This poster is also called the "Michigan Safety and Health Protection on the Job poster", from its first two lines of text, or the "Job poster" for short. The poster lists the rights and responsibilities of employers and employees under the Michigan Occupational Safety and Health Act. It also gives an employee's discrimination rights.  
[http://www.michigan.gov/documents/dleg/wsh\\_cet2010\\_273203\\_7.pdf](http://www.michigan.gov/documents/dleg/wsh_cet2010_273203_7.pdf)
- Material safety data sheet (MSDS) poster – This poster gives the location of the MSDS's. The poster is required if employees are exposed to hazardous chemicals.  
[http://www.michigan.gov/documents/dleg/wsh\\_cet2105\\_219990\\_7.pdf](http://www.michigan.gov/documents/dleg/wsh_cet2105_219990_7.pdf)
- New and revised MSDS poster – This poster informs employees of new or revised MSDS's.  
[http://www.michigan.gov/documents/dleg/wsh\\_cet2106\\_219991\\_7.pdf](http://www.michigan.gov/documents/dleg/wsh_cet2106_219991_7.pdf)
- Summary of Work-Related Injuries and Illnesses, MIOSHA Form 300A – The summary must be posted from February 1 to April 30, and it contains the summary for the prior calendar year. This recordkeeping is required if the employer had more than 10 employees at any time during the prior calendar year. [http://www.michigan.gov/documents/CIS\\_WSH\\_form300A\\_33843\\_7.pdf](http://www.michigan.gov/documents/CIS_WSH_form300A_33843_7.pdf)
- If the employer is in one of the partially exempt industries (NAICS) listed in Appendix A of Part 11, Recording and Reporting of Occupational Injuries and Illnesses, then the employer does NOT have to post the form: [http://www.michigan.gov/documents/CIS\\_WSH\\_part11ad\\_37844\\_7.pdf](http://www.michigan.gov/documents/CIS_WSH_part11ad_37844_7.pdf)
- Minimum Wage and Overtime Poster – This poster is required for employers with two or more employees age 16 or older.  
[http://www.michigan.gov/documents/cis/MWPosting.Optional\\_9\\_25\\_06\\_single\\_page\\_173925\\_7.pdf](http://www.michigan.gov/documents/cis/MWPosting.Optional_9_25_06_single_page_173925_7.pdf)

This list of required MIOSHA posters can also be found on page 4 of the following MIOSHA document, along with other required labor posters.

[http://www.michigan.gov/documents/cis\\_wsh\\_cet0155\\_120262\\_7.doc](http://www.michigan.gov/documents/cis_wsh_cet0155_120262_7.doc)

The list above does not include documents that need to be posted. These include citations, employer appeal petitions of citations, department decisions regarding these petitions, and variances.

We encourage employers to download free copies of the posters from our web site. Second best—we mail them a copy, or distribute it to them during an inspection or consultation. Companies sell these posters for a price (\$13.50 plus shipping), but why pay when you can get it for free.

## MEDIA

October 9, 2012 – [MIOSHA Announces \\$865,000 for Worker Protection Grants; Nineteen Statewide Grants Will Provide Training Activities To Help Protect Michigan Workers Employed In High-Hazard Work Environments](#)

October 10, 2012 – [Berkley Screw Machine Products of Rochester Hills Receives State Award for Outstanding Safety and Health Record](#)

October 11, 2012 – [MIOSHA Program Recognized for Exemplary Workplace Practices; MIOSHA Awarded the Prestigious Alfred P. Sloan Award for Fifth Year in a Row](#)

October 31, 2012 – DTE Energy's Belle River Power Plant received the CET Gold Award

All of the MIOSHA Press Releases can be viewed from our [website](#).

## AGENCY INSTRUCTIONS ISSUED

**October 1, 2012** - MIOSHA-COM-12-1 - [Enforcement of Reporting of Known or Suspected Occupational Diseases](#)

**October 15, 2012** - MIOSHA-COM-06-1R3 - [Inclusion of Victim's Families in Fatality Investigations](#)

**October 22, 2012** - MIOSHA-SHMS-12-2 - [Fall Protection for MIOSHA Personnel](#)

**October 25, 2012** - MIOSHA-ADM-07-2R2 - [MIOSHA E-correspondence Policies and Procedures](#)

**October 30, 2012** – CSHD-COM-09-1R1 - [Construction Inspection Targeting](#)

## CALENDAR OF EVENTS

**November 7, 2012 – Construction Safety Standards Commission Meeting @ 9:30 am** – State Secondary Complex, General Office Building, 7150 Harris Drive, Lansing – Conference Room B

**December 12, 2012 – General Industry Safety Standards Commission Meeting @ 9:30 am** – State Secondary Complex, General Office Building, 7150 Harris Drive, Lansing – Conference Room B

## QUICK LINKS

[Asbestos Program](#)

[Consultation Education & Training \(CET\) Division](#)

[CET Request for Consultative Assistance Services](#)

[Construction Safety & Health Division \(CSHD\)](#)

[Employee Safety, Health and Discrimination Complaint Forms](#)

[General Industry Safety & Health Division \(GISHD\)](#)

To sign up for our MIOSHA ListServ Messages, click on the links below:

[MIOSHA Standards Updates](#)

[MIOSHA Training Institute \(MTI\) Announcements](#)

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