Supervisor’s Role in Safety and Health

Student Materials
MTI Level One Course
Consultation Education and Training Division
Michigan Occupational Safety and Health Administration
Michigan Department of Licensing and Regulatory Affairs
www.michigan.gov/miosha
517-284-7720

(Revised 09/17)
Supervisor’s Role
In Safety and Health

Level One MTI Course

Presented By:
Consultation Education and Training (CET) Division
Michigan Occupational Safety and Health Administration
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Objectives

- Discuss how to integrate the supervisor’s duties into safety and health.
- Identify methods for conducting a self inspection; including elements of required written programs.
- Recognize common workplace hazards, MIOSHA violations and associated corrective actions.
- Review the components of an accident investigation.
Module 1 - Supervisors’ Duty Integration

What is a “Supervisor”?

- Crew Leader
- Foreman
- Floor Manager
- Team Leader
- Lead Mechanic
- Journeyman
Group Activity #1: Duties and Responsibilities

Break into groups. Answer the following questions.

1. If not you, who are your company’s Supervisors?
2. What are the Supervisor operational duties and responsibilities?
3. What contributions do Supervisors make to safety and health?
4. What takes away from Supervisors’ safety and health efforts?

<table>
<thead>
<tr>
<th>CUSTOMER CONTACT</th>
<th>SCHEDULING</th>
<th>TROUBLESHOOTING</th>
</tr>
</thead>
<tbody>
<tr>
<td>QUALITY</td>
<td>PRODUCTIVITY</td>
<td>ERGONOMICS</td>
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<td>COMMUNICATION</td>
<td>DELEGATE</td>
<td>INSTRUCT-TRAIN</td>
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<td>WRITTEN</td>
<td>FOLLOWUP</td>
<td>ATTENDANCE</td>
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<td>CONFLICT RESOLUTION</td>
<td>PLAN</td>
<td>COORDINATE-COMMON GOAL</td>
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<td>SAFETY</td>
<td>MATERIAL CONTROL</td>
<td>ATTEND MEETINGS</td>
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<td>ASSIGN</td>
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<td>DEVELOP SENSITIVITY</td>
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<td>SETUPS</td>
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<td>CHANGE ADAPTABILITY</td>
<td>LEADERSHIP</td>
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<td>BEHAVIOR MODIFICATION</td>
<td>BALANCE</td>
<td>PERSPECTIVE</td>
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<td>CURRENT INITIATIVES</td>
<td>TAKE CARE OF WORKERS</td>
<td>PREVENTATIVE MAINTENANCE</td>
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<tr>
<td>(e.g. 6 Sigma, Lean Manf.)</td>
<td>PREVENTATIVE MAINTENANCE</td>
<td></td>
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</tbody>
</table>
Supervisor’s Contributions to Safety and Health

- Behavior Observations
- Incident and Root Cause Analysis
- Daily Safety Talks
- Equipment and Operations Inspections
- Job Safety Analysis
- Compliance Audits
- Ergonomic Audits
- Safety and Health Committee Participation
- Perception Surveys
- One on One S and H Contact
- Improve Safety skills and knowledge
- Support Recognition Programs
- Training

What Takes Away from Safety and Health Effort?

- Lack of management support.
- All the other operational duties and responsibilities.
- Lack of employee involvement, buy-in.
Significant Cases
Module 2 - Safety and Health Management
Elements of a Safety and Health Management System - Overview

The 7 main elements include:
- Management Commitment
- Worker Participation
- Hazard Prevention and Control
- Hazard Identification and Assessment
- Education and Training
- Program Evaluation and Improvement
- Communication and Coordination

Supervisor is the pivot point of the system.

Management Leadership

Management provides the leadership, vision, and resources to implement an effective safety and health program.
Management Commitment

• Supervisor influences upper management’s commitment.
• Supervisor, as part of the management team, must show commitment to safety.
• Concepts
  • MOTIVATION – encourage and reward safe work.
  • ATTITUDE – talk positively about safety.
  • BEHAVIOR – work safely yourself.
• Communicate expectations.
• Monitor the progress.

Management Commitment

• Has always been a part of supervisory responsibility.
• There is nothing added.
• Supervisors need to recognize and accept the responsibility for safety and health as well as be able to communicate it effectively to others.
Worker Participation

To be effective, any safety and health program needs the meaningful participation of workers and their representatives.

Worker Participation

- Supervisors involve employees in safety by:
  - Expressing commitment to safety, so workers know they can come to you with safety issues.
  - Using employees' knowledge and experience.
    - Ask them to identify hazards
    - Ask workers for ideas on how to work safer, resolve safety hazards, etc.
    - Listen! Stop and listen. Patiently.
  - Give workers a role – training others, mentoring, inspecting, fixing, champion an issue.
  - Hold them responsible for safety.
Hazard Prevention and Control

Effective controls protect workers from workplace hazards; help avoid injuries, illnesses, and incidents; minimize or eliminate safety and health risks.

Hazard Identification and Assessment

One of the “root causes” of workplace injuries, illnesses, and incidents is the failure to identify or recognize hazards that are present, or that could have been anticipated.
Education and Training

Education and training are important tools for informing workers and managers about workplace hazards and controls so they can work more safely and be more productive.

Supervisors are often responsible for these types of training:

- New employee orientation
- On-the-job
- Job transfer

How do supervisors at your company contribute to training?
Safety and Health Training

- MIOSHA has general (horizontal) and specific (vertical) training requirements that supervisors can utilize for guidance on training.

Group Activity #2: Training Hand out

Standards that have Training Specified

<table>
<thead>
<tr>
<th>Group</th>
<th>Standard</th>
<th>Group</th>
<th>Standard</th>
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<tbody>
<tr>
<td>1</td>
<td>CS Part 32</td>
<td>4</td>
<td>GI Part 92/430</td>
</tr>
<tr>
<td>2</td>
<td>GI Part 85</td>
<td>5</td>
<td>GI Part 21</td>
</tr>
<tr>
<td>3</td>
<td>CS Part 17</td>
<td>6</td>
<td>CS Part 45</td>
</tr>
</tbody>
</table>

1. Report out:
   A) What standard?
   B) What are the training requirements?
   C) How can this training be accomplished?
Lost Youth Video
Warning: This video has moderately graphic depictions of accidents.

Discussion
1. Did the supervisors of these workers fail them?
2. Is it easy for supervisors to think people will have “common sense” and not do things like these?
3. How can we be sure workers will recognize hazards they are exposed to?
4. Adequacy of:
   • Communication
   • Leadership
   • Instruction / procedures
   • Training
   • Discipline
Module 3
Self Inspections

Self Inspection

Types
• Supervisor’s – Daily or Weekly
• Safety Committee – Timely
  Handout: “Why a Safety Committee”
• Safety and Health Management - Monthly
• Plant management - Quarterly
• Inspect in accordance with MIOSHA Standards. Many inspections are required each shift.
Self Inspection Resources

- Injury and illness log
- Industry specific standards
- Top MIOSHA violations
- Past violations issued to company
- Supervisor’s Safety Checklist (CET #0137)
- Checklists from:
  - CET Division
  - Insurance company
  - Industry associations
  - Internal checklists

Self-Inspection Utilizing MIOSHA Standards

- Use as a Baseline
- Minimum Requirements
- Written Programs
- Industry Specific
- MIOSHA Common Violations
MIOSHA Written Programs (Overview)

Supervisors may have responsibility for implementing these programs in their respective workplaces.

• Right To Know / Hazard Communication
• Lockout-Tagout
• PPE Assessment
• Respiratory Protection
• Permit-Required Confined Space
• Emergency Evacuation Plan
• Bloodborne Infectious Diseases
• Substance Specific standard
• Hearing Conservation Program (HCP)
• Construction – Accident Prevention Program

MIOSHA Written Programs

Supervisors’ responsibilities include:

• Be familiar with the programs that apply to their area of oversight.
• Inspect for conditions and to ensure that the workers perform tasks safely, in accordance with the established procedures.
Part 85. Control of Hazardous Energy Sources

- Commonly called “Lockout Tagout”
- Machines modified after 1/2/90 must be capable of being locked out.
- Energy Control Procedure.
- Protective Materials and Hardware.
- Periodic Inspections.
- Training and Communication.
- Notification of Employees.

Parts 92/430/42 Hazard Communication

- Written Haz/Com Program
- Inventory of Hazardous Chemicals
- Employee Training
PARTS 92/430/42. Hazard Communication - Elements

- Post SDS signs for employees.
- Organize SDS and train employees.
- Container labeling.
- Monitor employees for compliance with SDS in their area.

VIOLATION

CS PART 6 AND GI PART 633/433. Personal Protective Equipment

- Supervisor must be familiar with written hazard assessments and may assist in creating them. (GI)
- Require the wearing of appropriate personal protective equipment in all operations where there is an exposure to hazardous. (CS)
Part 451. Respiratory Protection

Key Components include:
- Selection of respirators
- Written program
- Medical evaluations
- Fit testing
- Procedures for proper use and maintenance
- Employee training
- Program evaluation

Note: Some requirements will depend on if respirators are “required” or are worn on a “voluntary” basis.

- Part 451 applies to GI and Construction

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Part 451. Respiratory Protection

Supervisor’s Role:

- Ensure respirators are available.
- Ensure they are used and worn correctly when required.
- Ensure respirators are properly cleaned and stored.
- Monitor processes for changes that would require respiratory changes.
Part 554. Bloodborne Infectious Diseases

• Applies to workers that have *reasonably anticipated* exposure to blood or other potentially infectious material while performing required job duties.
  • Medical assistants, doctors, law enforcement, fire fighters, tattooists, dentists, designated first responders.

• Supervisor’s roles may include:
  • Where a written Exposure Control Plan (ECP) is required, employees are complying with it.
  • Know which employees are affected.
  • Ensure necessary materials are available.

CS Part 35 and GI Part 90/490. Permit Required Confined Space

Supervisor’s Role is to be knowledgeable about the confined spaces related to:

• Evaluating to determine PRCS.
• Knowing the written PRCS program
• Ensuring danger signs are posted.
• Taking measures to prevent entry.
• Following host employer PRCS procedure.
• Communicating requirements to outside contractors.
CS Part 1. General Rules

Accident Prevention Program shall be available at site and include the following:

• Instruction regarding tools and equipment used.
• Inspections to assure that unsafe conditions are eliminated.
• Instruction in the recognition and avoidance of hazards and the regulations applicable.
• Instruction to handle or use known poisons, toxic materials, caustics, and other harmful substances.
• Instruction if known harmful plants, reptiles, animals, or insects are present.

Accident Prevention Program

GI should make sure to look for an APP when bringing in a contractor. Do their rules meet or exceed your own?

When GI employees are performing construction activities, they should have an APP available as well.
Group Activity #3: PRCS
Supervisor finds out in the morning manager’s meeting that a meter is being replaced in a meter pit that is in her work area. A new meter bracket will be welded in place. The welder will climb down the ladder into the pit.

Your task as supervisor:
1) Determine if this is a confined space?
2) If yes, is it a permit required confined space?
3) Discuss what the supervisor should be doing about all of this to ensure safety.

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Confined Space in Construction – Sample Permit Hazard Assessment/Certification

Entry #: 

Entry Type: Full Permit Confined Space Alterate Entry Proc. Reclassified Explains. 

Note: Permit is not required for entry if using alternate entry procedures for reclassified spaces. (See OSHA PART 1910 SUBPART Z)

1. Permit space to be entered (i.e. sewer, tank, manhole, crawl space, etc.). 

2. Purpose of entry: 

3. Date of entry: 

4. Date of entry: 

5. Authorized entrants (Print Names): 

6. Attendant (Print Name): 

7. Current training for confined space workers verified? 

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Module 2
MIOSHA Act 154 - P.A.1974, Section (1011) - General Duty Clause

Supervisors need to be aware of hazards for work processes beyond just what is written in MIOSHA rules.

- Furnish to each employee a workplace free of recognizable hazards.
- Comply with Act 154, rules, standards
- Examples: There are no MIOSHA standards for robots and lasers.

Activity #4: Inspect the Workplace and Identify the Programs

1. Utilize Activity #4 sheet.
2. As a group, look at the following three pictures.
3. Identify as many hazards as you can and identify the appropriate MIOSHA written program if one applies.
Inspection: General Industry

![Image of industrial equipment with markings and circles highlighting areas of interest.]

Inspection: General Industry

![Image of industrial equipment with markings and circles highlighting areas of interest.]

*Note: The images depict industrial equipment with marked areas indicating potential inspection points or areas of concern.*
Inspection: General Industry

[Image of machinery with circles indicating specific areas of interest]
Inspect: Construction

Inspect: Construction
How are MIOSHA rules applied at a Multi-Employer Worksite

Citations May Be Issued To:

- The Exposing Employer
  The employer of the employees exposed to hazard.

- The Creating Employer
  The employer actually creates the hazard.

Multi-Employer Worksite

Citations May Be Issued To:

- The Correcting Employer
  The employer has the responsibility for actually correcting the hazard.

- The Controlling Employer
  The employer is responsible, by contract or through actual practice, for safety and health conditions on the worksite; i.e., the employer who has the authority for ensuring that the hazardous condition is corrected.
Example of Multi-Employer Worksite

Small manufacturing facility adding a breakroom to the second floor of their facility. Maintenance Manager is in managing project to save funds on a General Contractor.

- HVAC contractor cut a hole in the floor three days prior to inspection and did not cover or guard it.
- Plumbing contractor installing floor drain 6ft away from open hole.
- Electrical contractor installing wiring 10ft from open hole.
- General contractor superintendent had knowledge of open hole and did not order hazard corrected.

Results

- All four contractors and FACILITY are eligible for a MIOSHA citation.
- HVAC – Created hazard.
- General contractor – Allowed the condition on site.
- Electrical and Plumbing contractor employees were exposed to hazard.
- Facility – Controlled site.

All could also be Exposed
Module 4 - Accident Investigation

Group Activity #4: Accident Investigation

1. Work in groups.
2. Review the accident investigation documents.
3. Complete the accident investigation form.
4. If there is missing information, make note of those unanswered questions.
Activity 4: Lessons Learned?

- Usually there are some unanswered questions.
- It takes lots of questions to piece together a complete picture of what happened.
- Usually the accident starts to raise questions that go beyond just what happened in that moment.

Cost of Accidents

- Establish our priorities.
- Economic costs.
- Human costs.
Economic Costs

- Safety Management (Simonds and Grimaldi)
  - Model used in the Michigan Challenge Program (MCP) MIOSHA Form (HO-44) estimates hidden costs.

- National Safety Council Estimates:
  - $29,000 per disabling injury.
  - $790,000 per workplace fatality.

- Potential exposure to OSHA fines, citations.

What are the human costs of an accident?

- Physical, emotional, psychological effect on injured employee.

- Effects on you, fellow workers, injured employee family members.
Purpose of Accident Investigation

- Prevent a reoccurrence.
- Promote employee safety.
- Reduce accident costs.
- Reduce job hindrances.
- Obtain facts for potential legal action.
- Hazard awareness.
- Not FAULT FINDING, but FACT FINDING.

When To Investigate

- Immediately after the incident.
- After a near miss.
Timing

- A.S.A.P.
- Details can be forgotten.
- Delays cause distortions.
- Witnesses unduly influence each other.
- Check out the scene, immediately, before anything changes.
- Use cameras.

Who Should Investigate?

The Immediate Supervisor of the injured employee knows the:

- area
- personnel
- assignment
- routine
Techniques

- Utilize a systematic approach.
- Talk to all involved.
- Remain objective and fair.
- Don't draw conclusions too soon.
- Utilize drawings or pictures.
- Don’t re-enact.
- Record critical data in writing.
Identify Unsafe Acts

- Failure to use PPE.
- Operating at unsafe speeds.
- Defeating safety devices.
- Failure to warn or secure.
- Using defective equipment, tools, etc.
- Unsafe lifting.
- Horseplay.

Why do employees commit unsafe acts?
(List some reasons)

Identify Unsafe Conditions

- Improper/inadequate guarding.
- Defective equipment or tools.
- Unsafe design/construction.
- Inadequate illumination.
- Improper ventilation.
- Poor housekeeping.
- Improper dress.
- Congested work area.
Corrective Actions

Determine method of prevention:
- Engineer the hazard out.
- Employ administrative controls.
- Use Personal Protective Equipment as your last line of defense.
- Employ basic E’s of safety
  (Engineer, educate, enforce, execute)
Top 10 Serious

MIOSHA Occupational Health General Industry Violations
FY 2016

341 Citations
$333,950
$979 average per citation

#10 - Occupational Noise Exposure
Part 380
R 325.60107(1) - Hearing conservation program
The employer shall administer a continuing, effective hearing conservation program, as described in R 325.60108 to R 325.60127, when employee noise exposures equal or exceed the action level.

KEY ELEMENTS:
- Noise monitoring
- Audiometric (hearing) testing
- Standard threshold shift (STS) determination
- Hearing protectors (plugs, muffs)
- Training – initial and annual
- Recordkeeping and Posting Part 380

Serious violations: 12
Penalties: $22,200
**#9 - Bloodborne Infectious Diseases**  
**Part 554**

**325.70004(a) – Written exposure control plan**  
If an employee is determined to be in “category A,” then an employer **shall** establish a written exposure control plan to minimize or eliminate employee exposure.

Serious violations:  
13  
Penalties: $2,250

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**#8 - Respiratory Protection**  

**1910.134(e)(1) – Medical evaluation**  
The employer **shall** provide a medical evaluation to determine the employee's ability to use a respirator, before the employee is fit tested or required to use the respirator in the workplace.

Serious violations:  
14  
Penalties: $8,350
#7 (tied) - Bloodborne Infectious Diseases
Part 554

325.7003(1) – Exposure determination
An employer shall evaluate routine and reasonably anticipated tasks and procedures to determine whether there is actual or reasonably anticipated employee exposure to blood or other potentially infectious material.

Category A - With exposure or reasonably anticipated exposure
Category B – NO exposure as described above.
Maintain a list of all job classifications that are determined to be “Category A.”

 Serious violations: 15
Penalties: $12,300

#7 (tied) - Personal Protective Equipment
Part 433

325.60006(1) – Employee training
An employer shall provide training to each employee who is required by these rules to use personal protective equipment (PPE).

The PPE training shall include all of the following:
• What is necessary.
• When and why it is necessary.
• How to properly don, doff, adjust wear it.
• The limitations of the equipment.
• The proper care, maintenance, useful life, and disposal of the PPE.

 Serious violations: 15
Penalties: $10,350
#6 - Personal Protective Equipment
Part 433

- Use of eye and face protection

An employer shall ensure that each affected employee uses appropriate eye or face protection when exposed to eye or face hazards from any of the following:

• Flying particles
• Molten metal
• Liquid chemicals
• Corrosive materials
• Air contaminants
• Radiation

Serious violations: 16
Penalties: $9,050

#5 - Air Contaminants for General Industry
Part 301

325.51103(a)(iii) – Exposure Limits
An employee’s exposure to any substance listed in table G-1-A shall not exceed the time-weighted average (TWA) limit, short-term exposure limit (STEL) and ceiling limit specified for that substance in table G-1-A.

Serious violations: 20
Penalties: $107,100
ADM Part 13
Inspections and Investigations, Citations, and Proposed Penalties

408.22356(1) Citation for failure to correct a previously cited violation.

If an inspection or investigation discloses that an employer failed to correct an alleged violation, for which a citation was issued, within the period permitted for its correction, the department may notify the employer, by registered mail, of the failure and of any additional penalty proposed under section 35(2) of the act by reason of such failure.

Serious violations:
25
Penalties: $63,860

#4 - Respiratory Protection

1910.134(c)(1) - Written respiratory protection program

Where respirators are necessary to protect the health of the employee or whenever respirators are required by the employer, the employer shall establish and implement a written respiratory protection program.

Serious violations:
42
Penalties: $39,350
#3 - Hazard Communication
Part 430 (CFR 1910.1200)

1910.1200(h)(1) Employee information and training

Employers **shall** provide employees with effective information and training on hazardous chemicals in their work area at the time of their initial assignment, and whenever a new chemical hazard the employees have not previously been trained about is introduced into their work area.

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#2 - Medical Services and First Aid Part 472

R 325.47201(3) Emergency Eye/Body flush stations

An employer **shall ensure** that suitable facilities for quick drenching or flushing of the eyes and body are provided within the work area for immediate emergency use when the eyes or body of any person may be exposed to injurious or corrosive materials.
#1 - Hazard Communication
Part 430 (CFR 1910.1200)

1910.1200(e)(1) Written hazard communication program
Employers shall develop, implement, and maintain at each workplace, a **written hazard communication program**...
Must at least include:
- **Labels** and other forms of warning
- **Safety data sheets (SDSs)**
- **Employee information and training**
- **A list of the hazardous chemicals**
- Methods to inform employees of the hazards of non-routine tasks, pipes

Construction - Serious Health Violations

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<th>Standard Rules - Description</th>
<th># Serious</th>
<th>Proposed Penalties</th>
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<tr>
<td>1926.1101(f)(1)(i) - Exposure assessments and air monitoring</td>
<td>55</td>
<td>89500</td>
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<tr>
<td>1926.1101(e)(1) - Establish regulated areas</td>
<td>48</td>
<td>86700</td>
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<tr>
<td>1926.1101(g)(1) - Vacuum (with HEPA filters)</td>
<td>48</td>
<td>69250</td>
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<tr>
<td>1926.1101(i)(1) - Provide protective clothing</td>
<td>43</td>
<td>38250</td>
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<td>1926.1101(k)(9)(i) - Employee Information and training</td>
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<td>1926.1101(j)(2)(i) - Decontamination area (Class 1)</td>
<td>38</td>
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<td>1926.1101(h)(1) - Providing respirators (Class 1)</td>
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<tr>
<td>1926.1101(e)(6) - Competent person</td>
<td>32</td>
<td>14750</td>
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<tr>
<td>1926.1101(k)(3)(i) - Building survey before work (presence, location, quantity)</td>
<td>23</td>
<td>7800</td>
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Construction - Serious Health Violations
PART 603. LEAD EXPOSURE IN CONSTRUCTION

• 1926.62(d)(1)(i) – (initial exposure assessment)

- Each employer who has a workplace or operation covered by this standard shall initially determine if any employee may be exposed to lead at or above the (airborne) action level.

Serious violations: 22
Penalties: $34,500

Top 10 Serious
MIOSHA General Industry Safety Violations
FY 2016

733 Citations
$1,765,430
$2,408 average per citation
#10 - Powered Industrial Trucks
Part 21

- **408.12176(1) - Loading trucks, trailers, and railcars**

- **Rule 2176. (1) An employer shall**
  - ensure that a highway truck and trailer are not boarded by a powered industrial truck before the highway truck and trailer has its brakes set and
  - not less than 2 wheels blocked or be restrained by other mechanical means installed in a manner that will hold the trailer from movement.

Serious violations: 48
Penalties: $114,420

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#9 - Design Safety Standards For Electrical Systems - Part 39

1910.305 Wiring Methods, Components, and Equipment

**1910.305(b)(1)(ii)**
Unused openings in cabinets, boxes, and fittings shall be effectively closed.

Serious violations: 53
Penalties: $39,320
#8 - General Provisions
Part 1

408.10034. Machine guards and devices
Rule 34 (3) A point of operation guard or device shall be as prescribed in a specific standard, or, in the absence of a specific standard, shall be designed and constructed, when required, to prevent the machine operator exposed to the hazard from having any part of his/her body in the hazardous area during the operating cycle.

Serious violations: 57
Penalties: $118,580

#7 - Floor and Wall Openings, Stairways, and Skylights - Part 2
R 408.10213 Guards for open-sided floors, platforms and runways

• Rule 213 (2). An open-sided floor or platform 4 feet or more above adjacent floor or ground level shall be guarded by a standard barrier as specified in rule 231 on all open sides, except where there is entrance to a ramp, stairway or fixed ladder.

Serious violations: 57
Penalties: $88,900
#6 - General Provisions

Part 1

408.10034. Machine guards and devices

Rule 34 (9) When an employee is exposed to a hazard created by a pinch point other than point of operation, the hazard shall be guarded or the employee otherwise protected.

Serious violations: 59
Penalties: $194,550

#5 - Guards for Power Transmission

Part 7

• 408.10731. Gears, sprockets, and chain drives

• Rule 731. (1) Gears, sprockets, and chain drives exposed to contact shall be guarded pursuant to R 408.10751 to R 408.10754. This does not apply to hand-operated gear sprockets and chain drives used to adjust machine parts which do not move after hand power is removed.

Serious violations: 65
Penalties: $124,850
#4 - Hazard Communication  
Part 92 (29 CFR 1910.1200)

- **1910.1200(e) Written hazard communication program**  
- **Rule 1910.1200(e)(1)** Employers shall  
  - develop, implement, and maintain  
  - at each workplace, a written hazard communication program which at least describes how the criteria specified in paragraphs (f), (g), and (h) of this section for labels and other forms of warning, safety data sheets, and employee information and training will be met

Serious violations: 68  
Penalties: $43810

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#3 - Guards for Power Transmission - Part 7

- **408.10727 Belts**  
- **Rule 727. (1)** A belt and pulley that is 7 feet or less above the floor or platform and that is exposed to contact shall be guarded pursuant to R 408.10751 to R 408.10754.

Serious violations: 94  
Penalties: $143,450
#2 - The Control Of Hazardous Energy Sources - Part 85

1910.147(c) Training and Communication

Rule 1910.147(c)(7)(i)(A) Each authorized employee shall receive training in the recognition of applicable hazardous energy sources, the type and magnitude of the energy available in the workplace, and the methods and means necessary for energy isolation and control.

Serious violations:
97
Penalties: $129,650

#1 - The Control Of Hazardous Energy Sources - Part 85

1910.147(c) Training and Communication

Rule 1910.147(c)(4)(i) Procedures shall be developed, documented and utilized for the control of potentially hazardous energy when employees are engaged in the activities covered by this section.

Serious violations:
137
Penalties: $767,900
Top 10 Serious

MIOSHA Construction Safety Violations
FY 2016

895 Citations
$650,560
$727 average per citation

#10 Part 45: Roofing Work on Low Slope Roofs

1926.501(b)(10) Each employee engaged in roofing activities on low-slope roofs, with unprotected sides and edges 6 feet or more above lower levels shall be protected from falling by guardrail systems, safety net systems, personal fall arrest systems, or a combination thereof...

Serious Violations: 49
Penalties: $63,250
#9 Part 32: Aerial Work Platforms
Fall Protection

3214 (1)
The employer shall provide a safety harness that has a lanyard which is in compliance with construction safety standard Part 45 and which is affixed to attachment points.

Serious Violations: 49
Penalties: $28,900

#8 Part 17: Electrical
GFCI

1725 (10)
A portable electric tool used in a wet atmosphere or environment shall be protected by an approved ground fault interrupter.

Serious Violations: 49
Penalties: $20,230
#7 Part 19: Tools

**Powered Staplers and Nailers**

1937 (4)
The operator of the portable powered stapler or nailer and those employees within the striking distance of its fastener shall wear eye protection

Serious Violations: 64
Penalties: $25,150

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#6 Part 12: Scaffolds

**Guardrails**

1213 (1)
A guardrail shall be installed on any open side or end of a scaffold work platform that is 10 or more feet above the floor or ground

Serious Violations: 68
Penalties: $39,400
#5 Part 11: Ladders
Ladders 3 Feet Above Landing

1124 (5)
When portable ladders are used for access to an upper landing surface, the ladder side rails shall extend not less than 3 feet above the upper landing surface.

Serious Violations: 78
Penalties: $47,130

#4 Part 6: Personal Protective Equipment
Face and Eye Protection

624 (1)
Face and eye protection shall be used where a hazard or risk of injury exists from flying objects or particles, harmful contacts, exposures such as glare, liquids, injurious radiation, electrical flash, or a combination of these hazards.

Serious Violations: 78
Penalties: $43,150
#3  Part 45: Fall Protection  
Duty to Have  

1926.501(b)(1) Each employee on a walking/working surface (horizontal and vertical surface) with an unprotected side or edge which is 6 feet (1.8 m) or more above a lower level shall be protected from falling by the use of guardrail systems, safety net systems, or personal fall arrest systems.  

Serious Violations: 78  
Penalties: $94,850

#2  Part 45: Fall Protection  
Duty to Have  

1926.501(b)(13) "Residential construction." Each employee engaged in residential construction activities 6 feet or more above lower levels shall be protected by guardrail systems, safety net system, or personal fall arrest system unless another provision in paragraph (b) of this section provides for an alternative fall protection measure.  

Serious Violations: 149  
Penalties: $168,700
#1 Part 6: Personal Protective Equipment

Head Protection

622. (1) An employer shall ensure that each affected employee is provided with, and wears, head protection equipment and accessories when the employee is required to be present in areas where a hazard or risk of injury exists from any of the following: (a) Falling or flying objects or particles (b) Electrical shock and burns (c) From other harmful contacts

Serious Violations: 233
Penalties: $119,800

Assessment

- The purpose of this assessment is to validate the knowledge learned in class.
- Passing score of 70% correct is required.
- Class reference materials/books are not allowed to be used during the assessment.
- Collaboration/discussion with others is not allowed during the assessment.
- Answers will be reviewed after everyone completes and submits their assessment.
Online Transcript

https://webadvisor.macomb.edu

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Thank You For Attending This Presentation

Michigan Occupational Safety and Health Administration
Consultation Education and Training Division
525 W. Allegan Street, P.O. Box 30643
Lansing, Michigan 48909-8143

For further information or to request consultation, education and training services, call 517-284-7720 or visit our website at www.michigan.gov/miosha
Supervisor’s Role in Safety and Health
Student Resources

MIOSHA Publications:

Safety and Health Management System for Construction (SP #1) (doc)
Safety and Health Management System Guidelines (SP #2) (doc)
“Skill In Instructing” card (CET #0211) (pdf)
“Supervisor’s Investigation” card (CET #0215) (pdf)
MIOSHA Standards Index Order Form (MIOSHA-STD-1000) (pdf)

MIOSHA Standards:

CS Part 17. Electrical Installations
CS Part 32. Aerial Work Platforms
CS Part 45. Fall Protection
GI Part 21. Powered Industrial Trucks
GI Part 85. Control of Hazardous Energy Sources
Parts 42, 92, and 430. Hazard Communication

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