



**Michigan
State OSHA Annual Report (SOAR)**

FY 2016

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INTRODUCTION

The State OSHA Annual Report (SOAR) for FY 2016 provides a summary of MIOSHA activities and results for the Strategic Plan, grant commitments, and other program accomplishments. The strategic goals and emphases have provided the focus for MIOSHA's enforcement, education and training, outreach, and administrative programs.

During FY 2016, MIOSHA conducted activities directly related to the third year of the five-year MIOSHA Strategic Plan for FY 2014-2018. MIOSHA has selected ten industries for strategic plan emphasis 1.1, selecting industries with Injury and Illness (I & I) rates above the state average, but not making a full five-year commitment to each. MIOSHA determines whether or not to continue an emphasis after a 15 percent reduction has been achieved. Reductions in the Total Recordable Cases (TRC) rate greater than 15 percent were noted for seven of the ten industries:

- 53.8% Decrease for Beverage & Tobacco Product Manufacturing
- 50.0% Decrease for Primary Metals
- 22.2% Decrease for Machinery Manufacturing
- 25.7% Decrease in Transportation Equipment Manufacturing
- 21.4% Decrease in Support Activities for Transportation
- 38.6% Decrease for Warehousing and Storage
- 18.8% Decrease for Nursing and Residential Care Facilities

With significant reductions in the following industries:

- 12.5% Decrease in Fabricated Metal Product Mfg.
- 8.0% Decrease in Hospitals
- 6.4% Decrease in Accommodations

MIOSHA strategic plan emphasis 1.2 focused on a 15 percent reduction in the I & I rate for manufacturing as a whole and included industry in North American Industrial Classification System (NAICS) codes 31-33. In FY 2016, the rate decreased 22.4 percent exceeding the goal.

Section 1 of the SOAR for FY 2016 covers performance related to Strategic Goals 1, 2, and 3. Section 2 is a Primary Outcome Measure Summary Chart. Section 3 lists the Consultation Education and Training (CET) Grants and links them to strategic plan emphases. Section 4 includes the State Internal Evaluation Plan (SIEP). Section 5 includes MIOSHA Program Accomplishments, and Section 6 notes the major communication accomplishments for the past fiscal year.

During FY 2016, MIOSHA continued existing and initiated new activities to fulfill the overall mission of the program—to reduce workplace fatalities, injuries, and illnesses. Some major program accomplishments during FY 2016 included:

- MIOSHA awarded 20 Consultation Education and Training (CET) grants, totaling \$867,000, to non-profit groups to enhance safety and health training and to support worker safety and health across the state.
- Initiated a State Emphasis Program (SEP) for the Siding, Structural Steel and Pre-Cast Concrete industries, performing focused inspections to address elevated injury numbers in these activities.
- Initiated a Local Emphasis Program for Blight Removal Involving Asbestos, Lead and Cadmium. This initiative provides additional MIOSHA presence on blight projects to address these hazards. Enforcement will conduct at least 20 inspections with these types of work operations.
- In 2016, MIOSHA launched a new online application system for Informal Settlement Agreements (ISAs), now renamed Penalty Reduction Agreements (PRAs).
- As part of the “Connecting MIOSHA to Industry” initiative, six “Coffee with MIOSHA” events were held to provide an informal opportunity for employers and employees to talk with MIOSHA staff.
- Continuation of the *Protecting Workers in Tough Economic Times* initiative which includes: penalty reduction, penalty payment plan, waiver of some Freedom of Information (FOI) fees, prehearing site options, programmed inspection deferrals while working with CET Division, MIOSHA Training Institute (MTI) training scholarships, increase in publication limits, improve access to standards, and free loan of safety videos.
- Continuation of the Agricultural Outreach initiative including working with industry representatives in creating a first responder’s guide to agricultural incidents.
- Participation in the 12th annual “Take a Stand Day” with 238 requests for a special one-on-one consultation without citations or penalties from MIOSHA consultation and enforcement staff.

Section 1 EMPHASIS AND PERFORMANCE FOR STRATEGIC GOALS 1 - 3

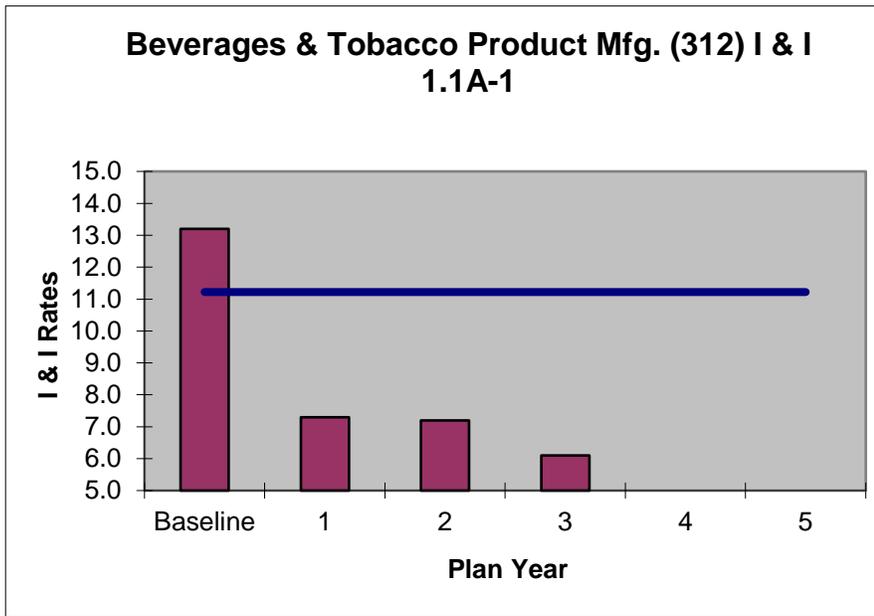
Michigan State OSHA Annual Report (SOAR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1		Objective #1.1
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.		Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1A-1	Reduce by 15% the rate of worker injuries and illnesses in Beverage & Tobacco Product Mfg. (312).	

Enforcement Indicators	
Inspections completed:	Employees covered:
6	206

Compliance Assistance Indicators							
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
29	2,003*	0	0	1	32	333**	NAV***



Baseline: BLS, 2012
Injuries & Illnesses – 13.2

Target: 15% reduction in the rate of injuries and illnesses.

Achievement: Rate of 6.1 (BLS, 2015) is a 53.8% decrease from the baseline. Goal of 15% reduction was met in year 3.

Data Source(s): BLS, IMIS/OIS, Internal Measurement System.

* Number of individuals attending seminars, workshops and other training programs were not registered by specific goals (1.1A-1 – 1.1 A-10). This amount represents total participation in all seminars, workshops and other training programs.

** Press Releases issued (47), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (280), and 2016 MTI schedules printed (32,000).

*** Not Available.

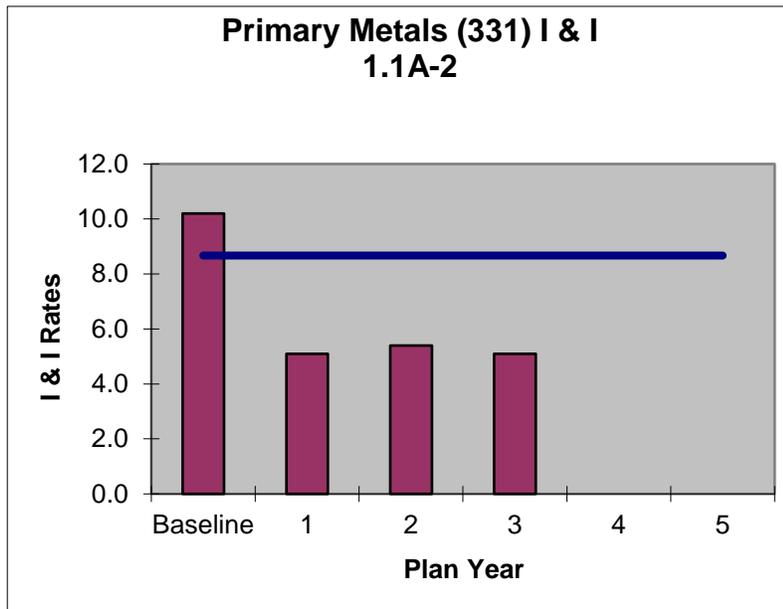
Michigan State OSHA Annual Report (SOAR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1	Objective #1.1
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1A-2	Reduce by 15% the rate of worker injuries and illnesses in Primary Metal Mfg. (331).

Enforcement Indicators	
Inspections completed:	Employees covered:
58	3,036

Compliance Assistance Indicators							
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
154	2,003*	0	0	9	180	333**	NAV***



Baseline: BLS, 2012 Injuries & Illnesses – 10.2

Target: 15% reduction in the rate of injuries and illnesses; sprains & strains.

Achievement: Rate of 5.1 (BLS, 2015) is a 50.0% decrease from the baseline. Goal of 15% reduction was met in year 3.

Data Source(s): BLS, IMIS/OIS, Internal Measurement System.

* Number of individuals attending seminars, workshops and other training programs were not registered by specific goals (1.1A-1 – 1.1 A-10). This amount represents total participation in all seminars, workshops and other training programs.
 ** Press Releases issued (47), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (280), and 2016 MTI schedules printed (32,000).
 *** Not Available.

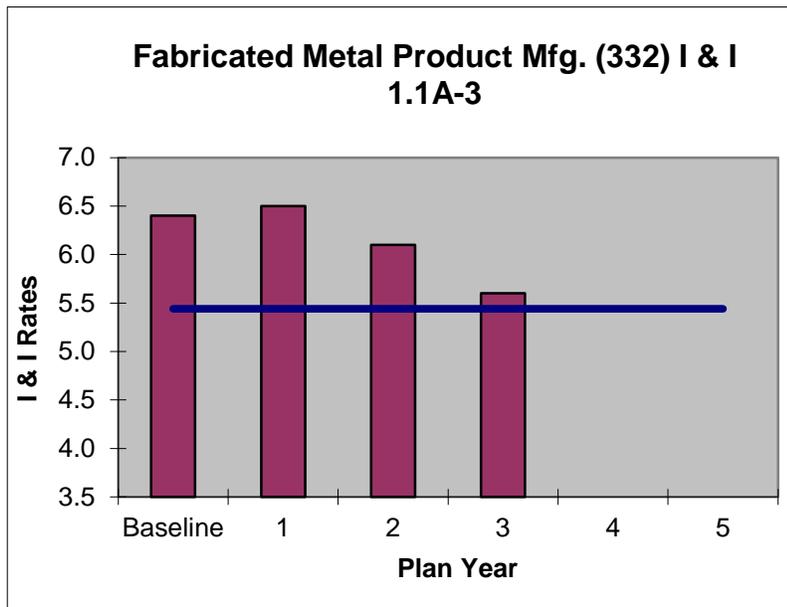
Michigan State OSHA Annual Report (SOAR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1		Objective #1.1
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.		Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1A-3	Reduce by 15% the rate of worker injuries and illnesses in Fabricated Metal Product Mfg. (332).	

Enforcement Indicators	
Inspections completed:	Employees covered:
259	9,609

Compliance Assistance Indicators							
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
262	2,003*	0	0	26	362	333**	NAV***



Baseline: BLS, 2012
Injuries & Illnesses – 6.4

Target: 15% reduction in the rate of injuries and illnesses.

Achievement: Rate of 5.6 (BLS, 2015) is a 12.5% decrease from the baseline. Goal of 15% reduction was not met in year 3.

Data Source(s): BLS, IMIS/OIS, Internal Measurement System.

* Number of individuals attending seminars, workshops and other training programs were not registered by specific goals (1.1A-1 – 1.1 A-10). This amount represents total participation in all seminars, workshops and other training programs.

** Press Releases issued (47), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (280), and 2016 MTI schedules printed (32,000).

*** Not Available.

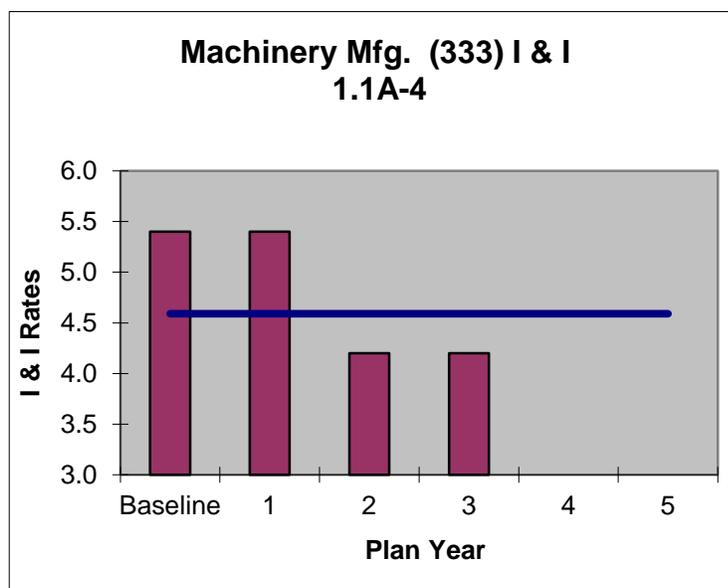
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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1	Objective #1.1
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1 A-4	Reduce by 15% the rate of worker injuries and illnesses in Machinery Mfg. (333).

Enforcement Indicators	
Inspections completed:	Employees covered:
121	4,920

Compliance Assistance Indicators							
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
241	2,003*	0	0	19	294	333**	NAV***



Baseline: BLS, 2012
Injuries & Illnesses – 5.4

Target: 15% reduction in the rate of injuries and illnesses.

Achievement: Rate of 4.2 (BLS, 2015) is a 22.2% decrease from the baseline. Goal of 15% reduction was met in year 3.

Data Source(s): BLS, IMIS/OIS, Internal Measurement System.

* Number of individuals attending seminars, workshops and other training programs were not registered by specific goals (1.1A-1 – 1.1 A-10). This amount represents total participation in all seminars, workshops and other training programs.

** Press Releases issued (47), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (280), and 2016 MTI schedules printed (32,000).

*** Not Available.

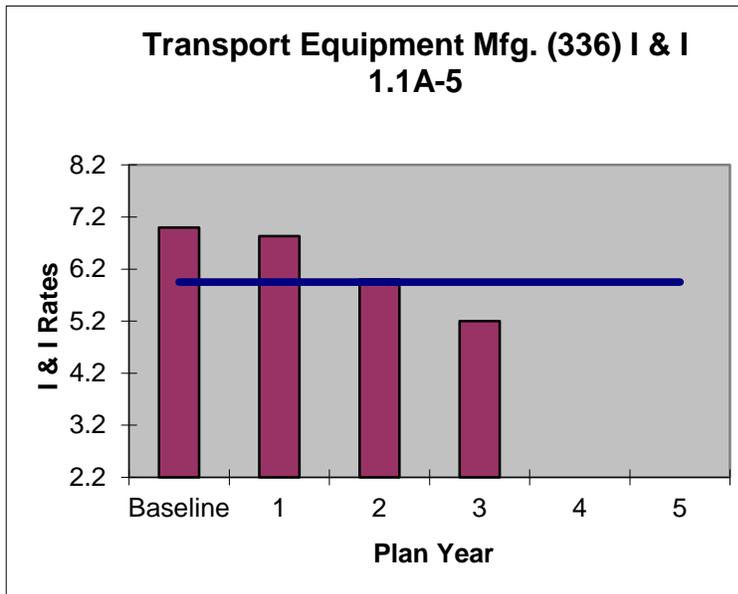
Michigan State OSHA Annual Report (SOAR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1	Objective #1.1
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1A-5	Reduce by 15% the rate of worker injuries and illnesses in Transportation Equipment Mfg. (336).

Enforcement Indicators	
Inspections completed:	Employees covered:
171	41,367

Compliance Assistance Indicators							
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
176	2,003*	0	0	22	274	333**	NAV***



Baseline: BLS, 2012
Injuries & Illnesses – 7.0

Target: 15% reduction in the rate of injuries and illnesses.

Achievement: Rate of 5.2 (BLS, 2015) is a 25.7% decrease from the baseline. Goal of 15% reduction was met in year 3.

Data Source(s): BLS, IMIS/OIS, Internal Measurement System.

* Number of individuals attending seminars, workshops and other training programs were not registered by specific goals (1.1A-1 – 1.1 A-10). This amount represents total participation in all seminars, workshops and other training programs.

** Press Releases issued (47), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (280), and 2016 MTI schedules printed (32,000).

*** Not Available.

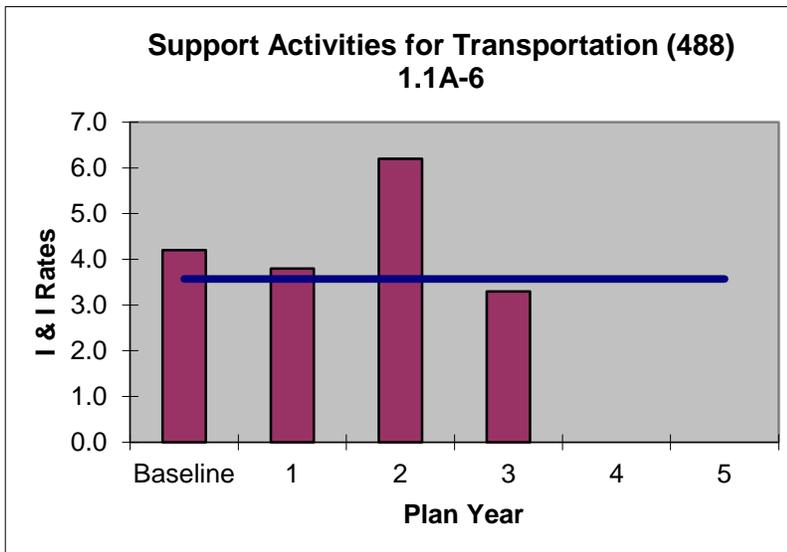
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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1		Objective #1.1
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.		Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1A-6	Reduce by 15% the rate of worker injuries and illnesses in Support Activities for Transportation (488).	

Enforcement Indicators	
Inspections completed:	Employees covered:
6	600

Compliance Assistance Indicators							
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
70	2,003*	0	0	5	74	333**	NAV***



Baseline: BLS, 2012 Injuries & Illnesses 4.2

Target: 15% reduction in the rate of injuries and illnesses.

Achievement: Rate of 3.3 (BLS, 2015) is a 21.4% decrease from baseline. Goal of 15% reduction was met in year 3.

Data Source(s): BLS, IMIS/OIS, Internal Measurement System.

* Number of individuals attending seminars, workshops and other training programs were not registered by specific goals (1.1A-1 – 1.1 A-10). This amount represents total participation in all seminars, workshops and other training programs.

** Press Releases issued (47), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (280), and 2016 MTI schedules printed (32,000).

*** Not Available.

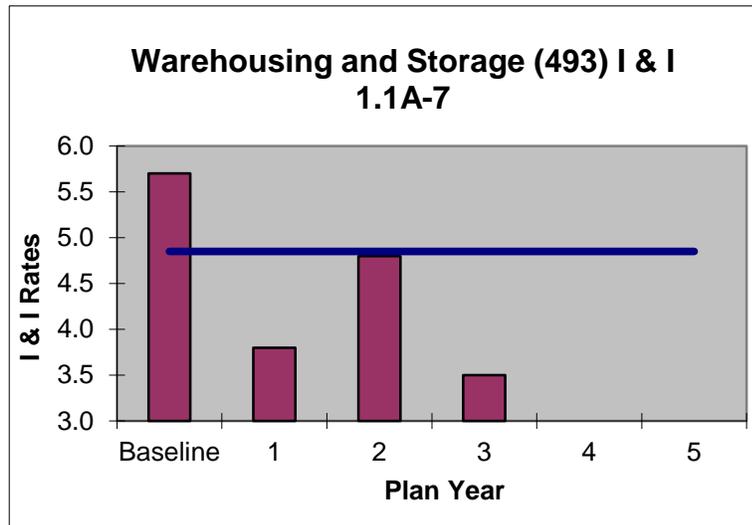
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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1	Objective #1.1
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1A-7	Reduce by 15% the rate of worker injuries and illnesses in Warehousing and Storage (493).

Enforcement Indicators	
Inspections completed:	Employees covered:
19	3,024

Compliance Assistance Indicators							
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
80	2,003*	0	0	7	62	333**	NAV***



Baseline: BLS, 2012
Injuries & Illnesses –5.7

Target: 15% reduction in the rate of injuries and illnesses.

Achievement: Rate of 3.5 (BLS, 2015) is a 38.6% decrease from baseline. Goal of 15% reduction was met in year 3.

Data Source(s): BLS, IMIS/OIS, Internal Measurement System.

* Number of individuals attending seminars, workshops and other training programs were not registered by specific goals (1.1A-1 – 1.1 A-10). This amount represents total participation in all seminars, workshops and other training programs.

** Press Releases issued (47), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (280), and 2016 MTI schedules printed (32,000).

*** Not Available.

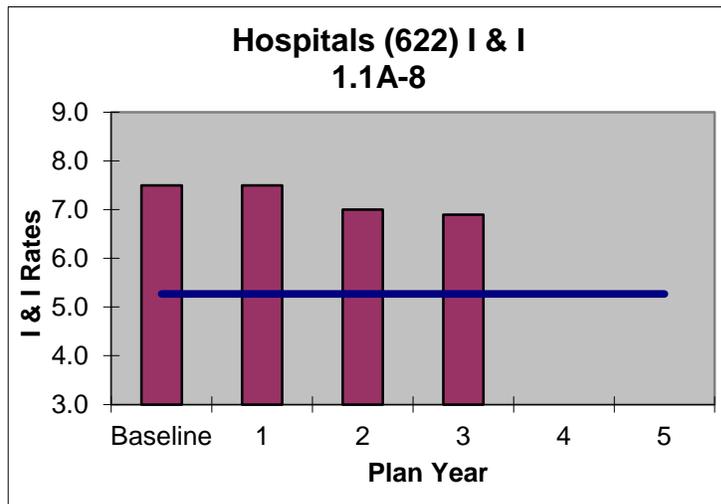
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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1	Objective #1.1
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1A-8	Reduce by 15% the rate of worker injuries and illnesses in Hospitals (622).

Enforcement Indicators	
Inspections completed:	Employees covered:
21	6,105

Compliance Assistance Indicators							
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
46	2,003*	0	0	5	58	333**	NAV***



Baseline: BLS, 2012
Injuries & Illnesses –7.5

Target: 15% reduction in the rate of injuries and illnesses.

Achievement: Rate of 6.9 (BLS, 2015) is a 8.0% decrease from the baseline. Goal of 15% reduction was not met in year 3.

Data Source(s): BLS, IMIS/OIS, Internal Measurement System.

* Number of individuals attending seminars, workshops and other training programs were not registered by specific goals (1.1A-1 – 1.1 A-10). This amount represents total participation in all seminars, workshops and other training programs.

** Press Releases issued (47), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (280), and 2016 MTI schedules printed (32,000).

*** Not Available.

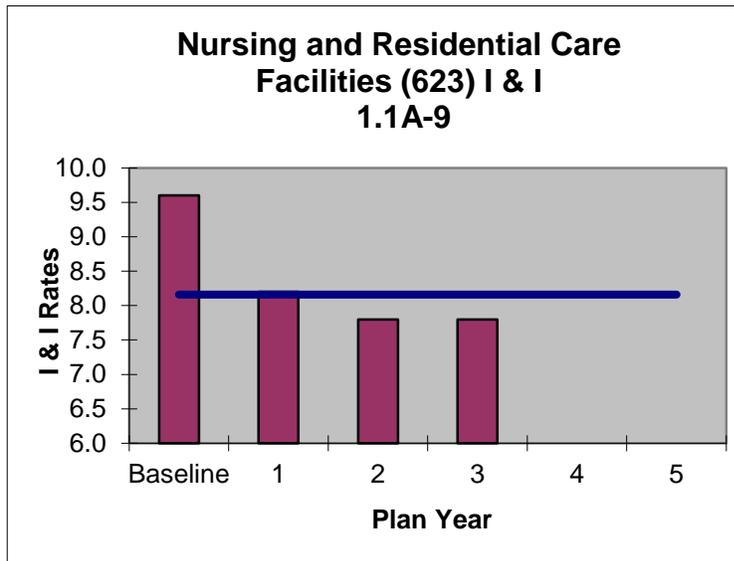
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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1		Objective #1.1
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.		Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1A-9	Reduce by 15% the rate of worker injuries and illnesses in Nursing & Residential Care Facilities (623).	

Enforcement Indicators	
Inspections completed:	Employees covered:
13	987

Compliance Assistance Indicators							
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
36	2,003*	0	0	6	87	333**	NAV***



Baseline: BLS, 2012
Injuries & Illnesses –9.6

Target: 15% reduction in the rate of injuries and illnesses.

Achievement: Rate of 7.8 (BLS 2015) is an 18.8% decrease from the baseline. Goal of 15% reduction was met in year 3.

Data Source(s): BLS, IMIS/OIS, Internal Measurement System.

* Number of individuals attending seminars, workshops and other training programs were not registered by specific goals (1.1A-1 – 1.1 A-10). This amount represents total participation in all seminars, workshops and other training programs.

** Press Releases issued (47), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (280), and 2016 MTI schedules printed (32,000).

*** Not Available.

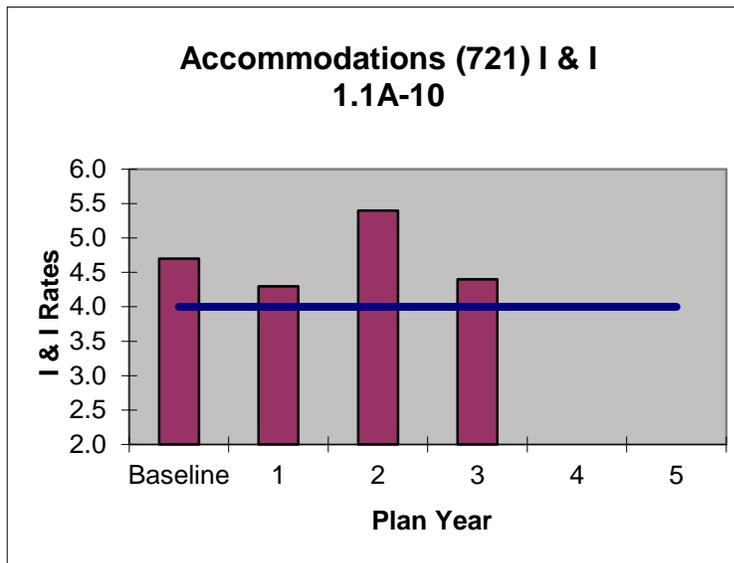
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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1	Objective #1.1
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1A-10	Reduce by 15% the rate of worker injuries and illnesses in Accommodations (721).

Enforcement Indicators	
Inspections completed:	Employees covered:
32	537

Compliance Assistance Indicators							
Number of seminars, workshops & other training programs held:	Number of attendees:	Number of Michigan Challenge Programs ongoing:	Number of Michigan Challenge Programs Completed:	Number of Hazard surveys:	Number of Consultations:	Number of articles published:	Number of CET grant activities:
6	2,003*	0	0	1	8	333**	NAV***



Baseline: BLS, 2012
Injuries & Illnesses – 4.7

Target: 15% reduction in the rate of injuries and illnesses.

Achievement: Rate of 4.4 (BLS 2014) is a 6.4% decrease from the baseline. Goal of 15% reduction was not met in year 2.

Data Source(s): BLS, IMIS/OIS, Internal Measurement System.

* Number of individuals attending seminars, workshops and other training programs were not registered by specific goals (1.1A-1 – 1.1 A-10). This amount represents total participation in all seminars, workshops and other training programs.

** Press Releases issued (47), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (280), and 2016 MTI schedules printed (32,000).

*** Not available.

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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1		Objective #1.2
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.		Reduce by 15% the rate of worker injuries, illnesses, and fatalities in workplaces experiencing high rates or with targeted hazards or exposures not covered by Emphasis 1.1.
Emphasis #1.2	General industry workplaces.	

Enforcement Indicators	
Number of inspections:	Number of employees covered by inspections:
920	70,261

Compliance Assistance Indicators							
Number of seminars, workshops & other training programs held:	Number of seminar attendees:	Number of consultation visits:	Number of Michigan Challenge Programs on-going:	Number of Michigan Challenge Programs completed:	Number of hazard surveys:	Number of articles published:	Number of CET grant activities:
239	NAV***	266	0	0	20	333**	NAV***

<div style="display: flex; flex-direction: column; align-items: center;"> <div style="margin-bottom: 10px;"> <p>Manufacturing (31-33)</p> <table border="1"> <caption>Rate of I & I - Manufacturing (31-33)</caption> <thead> <tr><th>Year</th><th>Rate</th></tr> </thead> <tbody> <tr><td>Baseline</td><td>5.8</td></tr> <tr><td>1</td><td>5.5</td></tr> <tr><td>2</td><td>5.0</td></tr> <tr><td>3</td><td>4.8</td></tr> <tr><td>4</td><td>4.6</td></tr> <tr><td>5</td><td>4.5</td></tr> </tbody> </table> </div> <div> <p>Manufacturing (31-33)</p> <table border="1"> <caption>Number of Fatalities - Manufacturing (31-33)</caption> <thead> <tr><th>Year</th><th>Number of Fatalities</th></tr> </thead> <tbody> <tr><td>Baseline</td><td>5</td></tr> <tr><td>1</td><td>5</td></tr> <tr><td>2</td><td>10</td></tr> <tr><td>3</td><td>5</td></tr> <tr><td>4</td><td>5</td></tr> <tr><td>5</td><td>5</td></tr> </tbody> </table> </div> </div>	Year	Rate	Baseline	5.8	1	5.5	2	5.0	3	4.8	4	4.6	5	4.5	Year	Number of Fatalities	Baseline	5	1	5	2	10	3	5	4	5	5	5	<p>Baselines: Incidence rate, total recordable cases, per 100 full-time workers [Manufacturing (31-33), BLS, 2012]: 5.8 Number of fatalities, program-related [General Industry]: 5 in CY 2012</p> <p>Target: Reduce fatalities and illnesses and injuries by 15% (3% per year).</p> <p>Achievement: Rate of 4.5 (BLS, 2015) is a reduction of 17.2%, which meets the goal of 6% for year 2. 10 GI fatalities for CY 2015, which is a 100% increase and does not accomplish a reduction over the time of the plan.</p> <p>Data Source(s): BLS, IMIS/OIS, Internal Measurement System, total recordable case incident rate. Data obtained from the Agency program-related fatality log.</p>
	Year	Rate																											
	Baseline	5.8																											
1	5.5																												
2	5.0																												
3	4.8																												
4	4.6																												
5	4.5																												
Year	Number of Fatalities																												
Baseline	5																												
1	5																												
2	10																												
3	5																												
4	5																												
5	5																												

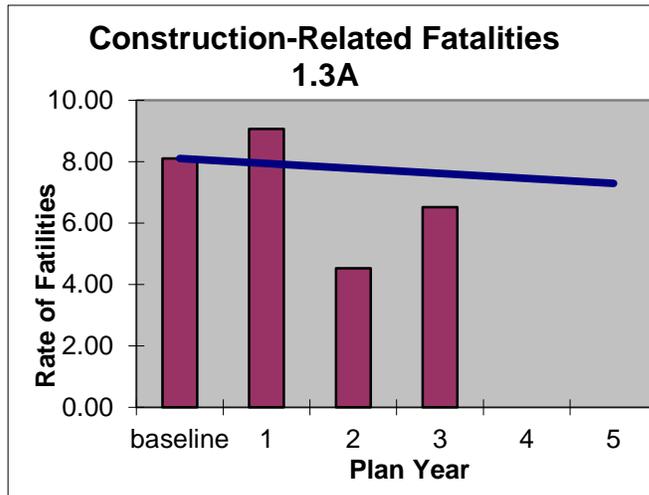
* Number of individuals attending seminars, workshops and other training programs were not registered by specific goals (1.2A-1.3). This amount represents total participation in all seminars, workshops and other training programs.
 ** Press Releases issued (47), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (280), and 2016 MTI schedules printed (32,000).
 *** Not Available.

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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1	Objective #1.3
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.	Decrease fatalities in the construction industry by 2% a year (10% total for 5 years) by focusing on the four leading causes of fatalities (fall, electrocution, struck-by, crushed by/caught between).
Emphasis #1.3A	Decrease fatalities in the construction industry by 10%.

Enforcement Indicators						
Accident/Incident investigations:	Complaint investigations:	Programmed/Routine inspections:	Residential construction inspections:	Number of partnerships developed and/or enhanced:		
48	131	2,701	418	6 new – 8 active		
Compliance Assistance Indicators						
Number of consultations:	Number of seminars, workshops & other training programs:	Number of hazard surveys:	Number of seminars:	Number of training attendees:	Number of newly developed MTI courses:	Number of alliances developed and/or renewed:
732	410	53	DUP**	4,665*	0	1



Baselines:
8.10 (Average for Michigan for CYs 2008-12)

Target: Decrease fatality rates in the construction industry by 10% over a five-year period or 2% per year compared to the baseline.

Achievement: CY 2015 had 6.52 fatalities/100,000 workers, which is a 19.5% decrease from baseline of 8.10. This meets the goal of a 2% decrease for the 3rd year of the strategic plan.

Data Source(s):
Data obtained from the Agency program-related fatality log and BLS data for overall industry rates.

Note: Enforcement Indicators and Compliance Assistance Indicators are for both 1.3A & 1.3B

* Number of individuals attending seminars, workshops and other training programs were not registered by specific goals (1.3B & 3A). This amount represents total participation in all seminars, workshops and other training programs.

** This number is duplicative; it is included in other measures.

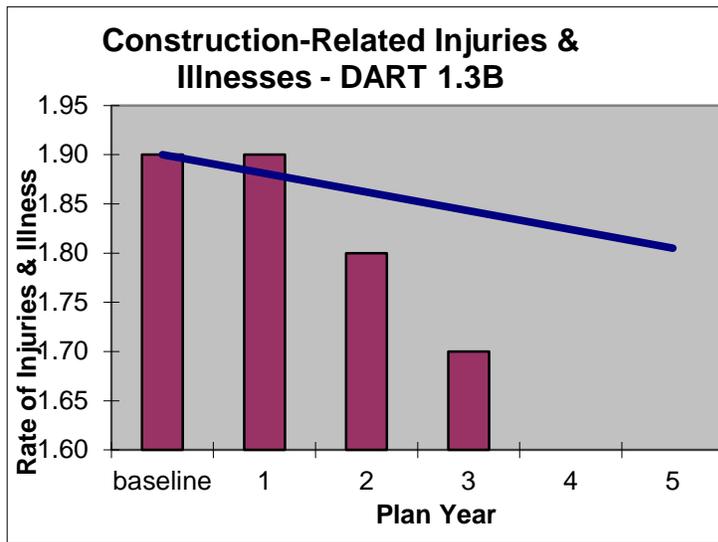
Michigan State OSHA Annual Report (SOAR)

SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #1	Objective #1.3
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.	Decrease fatalities in the construction industry by 2% a year (10% total for 5 years) by focusing on the four leading causes of fatalities (fall, electrocution, struck-by, crushed by/caught between).
Emphasis #1.3B	Reduce injuries and illnesses in the construction industry by 1% a year over the five years (5% total for five years).

Enforcement Indicators				
Accident/Incident investigations:	Complaint investigations:	Programmed/Routine inspections:	Residential construction inspections:	Number of partnerships developed and/or enhanced:
48	131	2,701	418	6 new – 8 active

Compliance Assistance Indicators						
Number of consultations:	Number of seminars, workshops & other training programs:	Number of hazard surveys:	Number of seminars:	Number of seminar attendees:	Number of newly developed MTI courses:	Number of alliances developed and/or renewed:
732	58	53	DUP**	4,665*	0	1



Baselines: Days away, restricted, transferred (DART) of 1.9/200,000 hours (BLS, 2012)

Target: To reduce injuries and illnesses in the construction industry by 5% over a five-year period, or 1% per year compared to the baseline.

Achievement: The DART rate for 2015 is 1.7, which is a decrease of 10.5% of the baseline. This meets the goal of a 2% decrease for the 3rd year of the strategic plan.

Data Source(s):
BLS.

Note: Enforcement Indicators and Compliance Assistance Indicators are for both 1.3A & 1.3B.

* Number of individuals attending seminars, workshops and other training programs were not registered by specific goals (1.3, 3A, and 3B). This amount represents total participation in all seminars, workshops and other training programs.

MIOSHA CET program stopped logging the number of attendees to seminars, workshops, and other training programs in FY 2016.

** This number is duplicative; it is included in other measures.

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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #2	Objective #2.1
Promote employer and worker awareness of, commitment to, and involvement with safety and health to effect positive change in the workplace culture.	Promote safety and health management systems (SHMS) during 100% of MIOSHA visits. Evaluate the SHMS during MIOSHA visits. Sixty percent (60%) of the employers in general industry that receive a subsequent MIOSHA visit will have a fully implemented SHMS or will have improved their SHMS.
Emphasis #2.1	SHMS's will be promoted during all MIOSHA contacts. General industry and construction establishments that are subject to a MIOSHA visit (programmed/comprehensive inspection or consultation hazard survey) will have a SHMS evaluation.

Enforcement, Consultation, and Other Indicators			
Number of SHMS evaluations completed:	Number of employers who show improvement in their SHMS:	Number of employers who received an SHMS promotion:	Number of articles published by MIOSHA:
GI - 466 CSHD - 311 CSHD referred 238 to CETD CETD - 126	GI - 53% CETD - 87.5%	GI - 1,730 CSHD - 3,036	333*

Baselines:

Initial SHMS evaluations compared to subsequent evaluations conducted during FY 2009-2013.

Target: Promote safety and health management systems (SHMS) during 100% of MIOSHA visits.

Achievement:

SHMS's were promoted during all compliance inspections and consultation interventions.

In FY 2016, CET consultants re-evaluated eight companies. Of the eight, seven showed improvement. The average improvement for the eight was +5.5 SHMS elements. Of the eight, none had a fully implemented SHMS.

Outcome Measure/Data Source(s):

IMIS and Internal Measurement System.

Consultation: Using an internal CET database, determine the percent of employers where their SHMS was promoted and evaluated.

Intermediate: During CET return visits, compare recalculated injury and illness rates to initial visits.

* Press Releases issued (47), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (280), and 2016 MTI schedules printed (32,000).

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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #2		Objective #2.2	
Promote employer and worker awareness of, commitment to, and involvement with safety and health to effect positive change in the workplace culture.		Increase awareness of and participation in the MIOSHA Training Institute (MTI).	
Emphasis #2.2	Increase Level 2 certificate holders by 10% each year by marketing the MTI to targeted groups.		
Consultation and Other Indicators			
Number of MTI contact lists created:	Number of MTI promotional letters mailed:	Number of MTI consultations and training given to targeted groups:	
Two ongoing (11,570 on MTI GovDelivery subscriber list and 11,065 on CET GovDelivery). There are also 1,733 Facebook friends, 1,044 Twitter followers, and 150 YouTube subscribers.	97 MTI emails were sent to MTI GovDelivery subscribers. 32,000 2016 MTI schedules distributed. 2,749 letters were mailed to targeted lists; 4,062 T ASD letters went out to the following industries: Construction, Fabricated Metals, Wood Products, and Primary Metals.	928	
Baselines: 1,801 attendees in FY 2008; 2,131 in FY 2009, 2,699 in FY 2010; 2,628 in FY 2011; 2,747 in FY 2012 30 certificates issued in FY 2008; 107 in FY 2009; 121 in FY 2010; 122 in FY 2011; 147 in FY 2012			
Target: Increase the number of Level 2 certificate holders by 10% each year by marketing MTI to targeted groups.			
Achievement: For FY 2016, number of Level 1 and advanced certificate holders – 185 (Level 1 – 126, Level 2 – 45, Occupational Health – 14). The target is to increase the number of MTI level 2 certificate holders by 10% each year. In FY 2015, there were 56 new Level 2 certificate holders. In FY 2016, there were 45. Percentage increase in number of MTI Level 2 certificate holders – 24% decrease this does not meet the 3rd year goal of 10% increase.			
Data Source(s): MTI database, Internal Measurement System.			

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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #2		Objective #2.3	
Promote employer and worker awareness of, commitment to, and involvement with safety and health to effect positive change in the workplace culture.		Increase participation in MIOSHA cooperative programs.	
Emphasis #2.3	The following cooperative programs will increase participation by 15 new MVPP awards/10 renewals; 10 new MSHARP awards/10 renewals; 30 new CET Awards (Silver, Gold, & Certificate of Recognition); initiate five new Michigan Challenge Programs; five new Alliances/10 renewals, and five new Partnerships.		
Consultation Indicators			
Number of cooperative program presentations given at other division meetings:	Number of news releases promoting cooperative programs:	Number of MVPP renewals and re-certifications:	Number of renewals and annual re-evaluations for alliances:
1	15	7 re-evaluations 1 new	1 new 6 renewals
Baselines: 15 new MVPP awards/10 renewals; 10 new MSHARP awards/10 renewal; 30 new CET Awards; initiate five Michigan Challenge Programs; five new Alliances/10 renewals, and five new Partnerships.			
Target: 15 New (three per year)/10 renewals MVPP awards (two per year) 30 New CET (Bronze Certificate of Recognition, Silver Award, Gold Award, and Ergo Success Award) (six per year) 5 Michigan Challenge Programs (one per year) 5 New Alliances (one per year) /10 Alliance renewals (two per year) 10 New MSHARPS (two per year) 10 MSHARPS renewals (two per year) 5 New Partnerships (1 per year)			
Achievement: 1 - New MVPP Awards = no; 6 reevaluations = yes 4 - New CET (Bronze Certificate of Recognition, Silver Award, Gold Award, and Ergo Success Award) = no 0 - Michigan Challenge Programs = no 1- New Alliances = yes; 6 renewal = yes 1 – New MSHARP = no; 3 renewals = yes 4 - New Partnerships = yes			
Data Source(s): Internal measurement using CET program records.			

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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #2		Objective #2.4	
Promote employer and worker awareness of, commitment to, and involvement with safety and health to effect positive change in the workplace culture.		Communicate the benefits of workplace safety and health through initiatives and communication with employers and employees.	
Emphasis #2.4			
Enforcement Indicators			
Percent of initiatives implemented:	Number of contact lists created:	Number of promotional letters mailed to targeted groups:	Number of enforcement visits:
100%	280 GovDelivery messages were sent 97 MTI GovDelivery messages were sent 11,065 CET GovDelivery members 11,570 MTI GovDelivery members 11,008 Standards GovDelivery members 1,733 Facebook members 1,044 Twitter members 150 YouTube subscribers	4,062 Take a Stand Day letters sent to the following employers: Construction, Fabricated Metals, Wood Products, and Primary Metals. 2,749 letters sent to GISHD high-hazard employers.	4,788 GI-1,752 CS-3,036
Compliance Assistance Indicators			
Percent of initiatives implemented:	Number of contact lists created:	Number of promotional letters mailed to targeted groups:	Number of CET employer and employee contacts:
100%	280 GovDelivery messages were sent 97 MTI GovDelivery messages were sent 11,065 CET GovDelivery members 11,570 MTI GovDelivery members 11,008 Standards GovDelivery members 1,733 Facebook members 1,044 Twitter members 150 YouTube subscribers	4,062 Take a Stand Day letters sent to the following employers: Construction, Fabricated Metals, Wood Products, and Primary Metals. 2,749 letters sent to GISHD high-hazard employers.	Not Available
Baselines: For all Michigan industries (including state and local government), DART of 2.0 and TRC of 4.1 (BLS, 2012); the FY 2014 customer comment card satisfactory response rate was 98.2% useful (562 of 572 who responded to the question on 578 cards returned).			
Target: Provide safety & health awareness during every intervention.			
Achievement: Michigan DART of 1.6 and TRC of 3.4 (BLS, 2015), which equals a 20.0% decrease and a 17.1% decrease, respectively, for year 3. See Section 5 of this report for a description of initiatives.			
Data Source(s): CET, IMIS/OIS, BLS and DIT.			

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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #3		Objective #3.1	
Strengthen public confidence through continued excellence in the development and delivery of MIOSHA's programs and services.		Foster a culture of integrity, inclusion, teamwork, and excellence to strengthen confidence in the delivery of MIOSHA services.	
Emphasis #3.1A	Internal – Implement strategies that nurture collaboration among all MIOSHA team members to enhance effective communication and staff development.		
Indicators			
Percent of staff involved in agency or division workgroups:		61%	
Number of MIOSHA Weekly issues:		48	
Percent of new employees to receive orientation within three months:		100%	
Number of awards:		4 Special Employee Recognition Awards - MIOSHA	
Percent of employees participating in cross training:		Admin 100%; Appeals 75%; CET 39%; CSHD 20%; GISHD 32%; TSD 10%	
Number of staff training sessions held:		CET 29, GISHD 17, CSHD 19 APPEALS 9, ADMIN 7, TSD 10	
Number of Organizational Culture Inventory (OCI) survey distributed:		None – OCI performed in 2009	
Percent of OCI survey returned:		N/A	
Baselines: Results from previous surveys, which were in 2003, 2004, and 2006, 2009, 2012, and 2015 for IAMS, and were in 2000 and 2005 for OCI.			
Target: Improve (increase) Constructive styles and improve (decrease) Passive/Defensive and Aggressive/Defensive styles for the OCI. For Internal Assessment of Management Strategies (IAMS), to improve or remain the same as previous results for seven core questions included in all five IAMS surveys.			
Achievement: MIOSHA last conducted an Organizational Culture Inventory (OCI) in 2009, a year ahead of the scheduled strategy. It is yet to be determined when the next OCI will be conducted. The Internal Assessment of Management Strategies (IAMS) for Objective 3.1A of the Strategic Plan was conducted in FY 2015. The purpose of the survey is to evaluate the current perception about the key result areas of management strategies within MIOSHA. The survey consisted of twelve multiple choice questions. Each question also contained a space to provide additional information and comments.			
Outcome Measure/Data Source(s): It is yet to be determined when the next Organizational Culture Inventory will be conducted. The Internal Assessment of Management Strategies (IAMS) survey is prepared by the MIOSHA Cross Cultural Team using the seven core and five additional questions.			

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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #3		Objective #3.1
Strengthen public confidence through continued excellence in the development and delivery of MIOSHA’s programs and services.		Foster a culture of integrity, inclusion, teamwork, and excellence to strengthen confidence in the delivery of MIOSHA services.
Emphasis #3.1B	External – Ninety-five percent (95%) of employers and workers who provide customer service feedback rate their overall MIOSHA intervention(s) as useful in identifying and correcting workplace safety and health hazards.	

Indicators	
Number of comment cards received via hard copy and website:	613 MIOSHA Comment/Suggestion Cards
Number of visits to MIOSHA’s website:	1,429,182 in FY 2016
Percent of positive feedback on customer comment cards:	98.7% Useful on Comment/Suggestion Cards
Number of staff training sessions held:	CET 29, GISHD 17, CSHD 19, APPEALS 9, ADMIN 7, TSD 10
Number of fact sheets developed:	2
Number of responses to Ask MIOSHA Info questions posted to the website:	5
Number of MTI courses and CET seminars:	154
Number of participants in MTI courses and CET seminars:	2,181
Number of MIOSHA News publications:	4
Number of press releases issued:	47
Number of public service announcements:	280 GovDelivery announcements
Number of customer surveys received via hard copy and website:	613 Comment/Suggestion Cards mailed back
Number of forums/symposiums:	2 – Temporary Worker Symposiums
Number of forum/symposium participants:	122
Baselines: Customer Survey results and Comment/Suggestion Card.	
Target: Comment/Suggestion Cards are ongoing.	
Achievement: MIOSHA received 613 Comment/Suggestion Cards during FY 2016. Results for the three questions: <ul style="list-style-type: none"> • 98.7% “Useful” on “How would you rate your overall experience with MIOSHA?” • 98.2% “Yes” on “Did you find the staff to be knowledgeable about employee safety and health issues?” • 99.0% “Yes” on “Did the staff explain how to correct the safety and health hazards they identified?” MIOSHA received 6,400 Comment/Suggestion Cards during FY 2008 to 2016. Results for the three questions: <ul style="list-style-type: none"> • 98.6% “Useful” on “How would you rate your overall experience with MIOSHA?” • 99.5% “Yes” on “Did you find the staff to be knowledgeable about employee safety and health issues?” • 99.3% “Yes” on “Did the staff explain how to correct the safety and health hazards they identified?” 	
Outcome Measure/Data Source(s): Comment Cards, Website, Staff Training, and Fact Sheets, Ask MIOSHA and MIOSHA Info, MTI Courses and CET Seminars, CET Grant Training, MIOSHA News, Press Releases, PSAs, Survey, Forums/Symposiums.	

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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #3		Objective #3.2	
Strengthen public confidence through continued excellence in the development and delivery of MIOSHA's programs and services.		Respond effectively to legal mandates so that workers are provided full protection under the MIOSH Act and improve MIOSHA selected services.	
Emphasis #3.2A	Respond to 97% of complaints within 10 working days of receipt by MIOSHA.		
Enforcement Indicator			
Percent of complaints opened within ten working days:		100.0% for CSHD (131 of 131) 98.5% for GISHD (738 of 741)	
Baseline: FY 2008 data 97.4%			
Target: 97% of complaints responded to within 10 working days.			
Achievement: For FY 2016, 869 of 872 complaints, or 99.6%, were responded to within 10 working days.			
Data Source(s): Fat/Cat and Complaint response data (IMIS/OIS).			

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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #3		Objective #3.2	
Strengthen public confidence through continued excellence in the development and delivery of MIOSHA's programs and services.		Respond effectively to legal mandates so that workers are provided full protection under the MIOSH Act and improve MIOSHA selected services.	
Emphasis #3.2B	Ensure that 95% of non-contested cases have abatement complete within 60 workdays of last abatement due date.		
Enforcement Indicators			
Number of Non-Contested Cases:	Number of cases have abatement complete:	% cases with complete abatement within 60 days	
4,520	4,249	94	
Baseline: NONE – New measure with data supplied by federal OSHA.			
Target: 95%			
Achievement: For FY 2016, 271 of the 4,520 inspections did not have abatement complete within 60 workdays of last abatement due date. This resulted in a percentage of 94.0%. This did not meet the goal.			
Data Source(s): SAMM and SIR reports (federal OSHA).			

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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #3	Objective #3.2
Strengthen public confidence through continued excellence in the development and delivery of MIOSHA's programs and services.	Respond effectively to legal mandates so that workers are provided full protection under the MIOSH Act and improve MIOSHA selected services.
Emphasis #3.2C	Respond to 95% of all Freedom of Information Act requests within 5 days.
Enforcement Indicator	
<p>Baseline: For FY 2013, 604 of 647 Freedom of Information Act requests, or 93%, were responded to within 5 days.</p>	
<p>Target: 95%</p>	
<p>Achievement: For FY 2016, 540 of 643 Freedom of Information Act Requests, or 84%, were responded to within 5 working days. There are two main reasons for the delay in processing: 1) the FOIA requests continue to become more complicated/voluminous, and 2) the advancement in forms of communication (i.e., email, cell phones, texting, etc.). Both of these factors make production of complete records much more time-consuming. Another reason is our FOIA staff also handle subpoenas and depositions, and in recent years the trend is to appeal many more citations, making this work more time-consuming as well.</p>	
<p>Data Source(s): Internal FOIA tracking system.</p>	

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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #3	Objective #3.2
Strengthen public confidence through continued excellence in the development and delivery of MIOSHA's programs and services.	Respond effectively to legal mandates so that workers are provided full protection under the MIOSH Act and improve MIOSHA selected services.
Emphasis #3.2D	Establish a priority and a deadline for all standards assigned for promulgation. Promulgate 100% of standards required by OSHA within six months and 80% of the other standards within deadlines established by an annual standards promulgation plan.

Activities/Measures:

1. Development of an annual promulgation plan: the Standards Section developed the FY 2016 Standards Promulgation Plan.
2. Conducting standards liaisons and advisory committee meetings: During FY 2016, MIOSHA had 2 Advisory Committee Meetings, and 0 Standards Liaisons Meetings.

Baseline:
None.

Target:
Promulgate 100% of Standards required by OSHA within six months.
Promulgate 80% of other Standards within deadlines established by an annual Standards Promulgation Plan.

Achievement:
Promulgate 100% of Standards required by OSHA within six months – Accomplished 0% of original goal. The delay in promulgation was a result of a continued backlog of work within the Department of Licensing and Regulatory Affairs, and the Office of Regulatory Reinvention, which is outside of the control of MIOSHA. It is anticipated the backlog will be eliminated in 2016, allowing for more timely promulgation.

Promulgate 80% of other Standards within deadlines established by an annual Standards Promulgation Plan – Accomplished 75% of original goal. The delay in promulgation was a result of a continued backlog of work within the Department of Licensing and Regulatory Affairs, and the Office of Regulatory Reinvention, which is outside of the control of MIOSHA. It is anticipated the backlog will be eliminated in 2016, allowing for more timely promulgation.

Hold 4 Standards Liaisons meetings. Accomplished 50% of original goal. Due to the delays in promulgation as a result of a continued backlog of work within the Department of Licensing and Regulatory Affairs, and the Office of Regulatory Reinvention, there was no reason to hold 4 meetings. There are four meetings scheduled in FY 2017.

Data Source(s):
Internal measurement systems.

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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #3	Objective #3.3A
Strengthen public confidence through continued excellence in the development and delivery of MIOSHA's programs and services.	Identify and assess information technology (IT) related needs within the agency and make recommendations to improve technology use and incorporation into the agency processes.
Emphasis #3.3A	Identify and assess information technology (IT) related needs within the agency and make recommendations to improve technology use and incorporation into the agency processes.

<p>Baseline: 1. N/A. 2. The current computer inventory in terms of age of units and number of systems as measured at the beginning of FY 2014. 3. Catalog of available training, staff training captured in the agency training database. 4. Current inventory of agency data collection systems and automated processes. 5. Current Instruction and Memo inventory pertaining to computer/technology usage. 6. All field staff currently connected via Virtual Personal Network (VPN). FY 2013 level of usage web-based technology assessed as minimal qualitatively.</p> <p>Target: As budget allows and resources require due to expired warranties, replace 25% of computer systems (four-year replacement cycle); fill vacant data analyst position in MISS/TSD; provide more training; upgrade to OIS; and support existing systems.</p> <p>Achievement: All staff were assigned new computers. Computer usage training was expanded to include Personal Identifying Information (PII) training. The agency SharePoint site was upgraded and additional reference and training materials were added. Transitioned all remaining data entry from the IMIS NCRs. Improvements were made to the Standard/SAVE database and the I & I Severe Injury Report Database. Support for other data systems is ongoing.</p> <p>Data Source(s): Internal measurement systems.</p>
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1. Review strategies of other strategic plan workgroups to determine data needs, baselines, requirements, measures, and sources.
 - Strategic plan 3.3A workgroup meets periodically to identify IT areas/topics to focus resources including review of Strategic plan strategies.
2. Monitor needs for acquisition, replacement, maintenance, enhancement of IT inventory, and hardware/software training agency-wide. Make recommendations for new purchases as necessary.
 - Field staff received upgraded iPhones with hotspot capability reducing the need for MiFi wireless devices. For those field staff still requiring a MiFi device, those wireless units were upgraded to the latest model.
 - All staff received new computers in FY16.
3. Identify specialized IT training needs and internal and external resource options.
 - Training for OIS usage is on-going.
 - MIOSHA SharePoint site environment was upgraded.
 - Expanded computer usage training for new staff to include PII training.
 - New training materials and reference documents were posted on the MIOSHA SharePoint site.
4. Identify and recommend opportunities for consolidation or improvements of data collection systems or workflow processes to minimize duplication of effort and information.
 - Improvements were made to the Standards/SAVEs database.
 - The Severe Injury and Illness database was updated with new functionality.
5. Recommendation of policies and adhere to the State of Michigan, LARA, and MIOSHA security, privacy, and best practices of electronic data and computer usage.
 - Work continued on consolidating and reducing MIOSHA IT-related instructions adopting department and state policies where existing.
 - All staff participate in regularly scheduled sessions of on-line security training.

6. Work on improving consistency in entering case file data.
 - A reference for OIS users was created and distributed to effected staff. The OIS Data Entry Guidelines was introduced in the OIS training sessions and is posted to the MIOSHA SharePoint site.
 - An OIS Establishment Report was requested in an effort to aid in QC of establishment entry. That report is in production.
 - Fatality Workgroup is working on procedures for standardized entry of fatalities.
 - FTA workgroup is completing work on a new agency instruction covering follow-ups and FTAs and how they will be entered in OIS.

7. Identify technologies that MIOSHA can utilize and make recommendations as to how they can be used to improve agency operations.
 - MIOSHA staff are exploring the use of AT&T Blue Jean Video Conferencing as a cheaper alternative to AT&T connect.

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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #3	Objective #3.3B
Strengthen public confidence through continued excellence in the development and delivery of MIOSHA's programs and services.	Assess options to provide new and better ways to deliver MIOSHA information and services to the public, and other agencies through the use of information technology such as the Internet and mobile technologies. Make appropriate recommendations to agency administration and staff to implement the improvements.
Emphasis #3.3B	Assess options to provide new and better ways to deliver MIOSHA information and services to the public, and other agencies through the use of information technology such as the Internet and mobile technologies. Make appropriate recommendations to agency administration and staff to implement the improvements.

1. Research the possibilities for outside vendors to create applications for MIOSHA webpage for the public to utilize. Create an assessment to see what state departments, OSHA and other state plans are doing across the nation, for feasibility for adoption to see what obstacles exist. Research feasibility of MIOSHA apps.
 - A review of the OSHA heat stress application was conducted.
 - The search for potentially useful applications that can be shared with the public is ongoing.
2. Look at areas that we could shift from paper to electronic correspondence; i.e., comment cards, closing letters.
 - The CET division maintains five different GovDelivery ListServes with over 39,000 total subscribers.
 - The MTI graduate comment card was upgraded from paper copy to an electronic survey. Trials of electronic form version of comment card have been attempted by internal groups.
 - Lab customers receive an electronic feedback form.
3. Increase MIOSHA followers on Facebook, Twitter, and YouTube.
 - In FY 16, MIOSHA increased followers on Facebook from 1,500 to 1,733.
 - In FY 16, MIOSHA increased followers on Twitter by from 855 to 1,044.
 - In FY 16, MIOSHA increased subscribers on YouTube from 120 to 150.
4. Expand outreach to outside groups, and establish vehicles for assessment of input pertaining to types of data, services, and applications that could improve MIOSHA service to others.
 - Strategic Plan 3.3B workgroup will receive input from MIOSHA Outreach Committee to evaluate opportunities to leverage social media venues for outreach.
5. Expand promotion of our emerging social media with the public and outside agencies.
 - A YouTube account was started but initiative stalled as a result of personnel changes.
 - Presentations to outside groups now include a slide for promoting MIOSHA social media.
6. Expand use of analysis of the responses to social media for reporting potential trends or points of interest to management.
 - MIOSHA monitors responses to social media questions and comments and provides appropriate follow-up including referring customers to other MIOSHA electronic resources.

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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

Strategic Goal #3	Objective #3.4
Strengthen public confidence through continued excellence in the development and delivery of MIOSHA's programs and services.	Make all MIOSHA interactions an opportunity to build effective and positive relationships that support the MIOSHA mission.
Emphasis #3.4	Connect MIOSHA to industry by increasing collaboration and communication to create collective ownership for workplace safety and health.

Baseline: October 1, 2011 – September 30, 2012 customer comment card satisfactory response rate (922/941 98.0% useful).
Target: Develop and implement two new activities with external groups, educational material, or staff training sessions each year. Maintain or improve customer comment card satisfaction response rate.
Achievement: Held six “Coffee with MIOSHA” events and one “Take a Stand Day” event in FY 2016. For FY 2016, the customer comment cards indicated that 98.7% of MIOSHA’s customers indicated that their overall experience with the agency was useful.
Data Source(s): Internal measurement systems.

1. Coordinate the implementation, development, and marketing of “Connecting MIOSHA to Industry” activities; e.g., Take a Stand Day (TASD), Coffee with MIOSHA (CWM), forums, and brochures.
 - The TASD workgroup coordinated the 12th TASD. This year we had 114 new participants. Participants indicated that they heard about TASD from their association/organization (10), an email notice (68), our hard copy TASD flyer (90), MIOSHA Staff (55), the MIOSHA website (14). This year we participated in six CWM events led by members of the MIOSHA Outreach Committee. The MIOSHA Outreach Committee also coordinated and staffed the MIOSHA booth at the two day Michigan Safety Conference. CETD and CSHD coordinated and participated in five “stand downs” at our partnership sites as part of federal OSHA’s National Safety Stand Down to Prevent Falls in Construction.

2. Evaluate and coordinate opportunities for gathering additional feedback, recommendations, and input from stakeholders and internal staff to enhance MIOSHA interactions and services; e.g., forums, workgroups, web form, mailings, surveys, and social media.
 - Stakeholder Input: MIOSHA shared draft fact sheets (Part 62 and hazardous drugs) with affected associations for their input. Administered the third TASD survey of 224 participants. Respondents provided comments/ideas on enhancing TASD marketing efforts.
 - Internal staff input: Administered IAMS survey to all MIOSHA staff. Developed MIOSHA Action Plan in response to the FY 15 IAMS Survey Results. Completed tasks in FY 2016 to improve customer service:
 - All MIOSHA staff to attend the Civil Service training program on Valuing Differences.
 - Develop new module for new employee orientation on the Connecting MIOSHA to Industry initiative.
 - Require all new MIOSHA employees to attend Civil Service training program on Emotional Intelligence.

3. Evaluate and coordinate MIOSHA staff training and educational resources that support and fosters the "Connecting MIOSHA to Industry" culture of building positive relationships with employers and employees.
 - In FY 2014, all staff were issued a R.E.S.P.E.C.T. card. Each letter had a related action (Recognize, Eliminate, Speak, Practice, Earn, Consider, and Treat.) In FY 2015, a R.E.S.P.E.C.T. check was done as a reminder. Articles were published in the MIOSHA Weekly. For each action a relevant scenario and/or positive work-related example was provided to illustrate how the action can be demonstrated. In FY 2016, “Making a Difference” forms encouraged MIOSHA staff to share when fellow colleagues did something above and beyond. The 26 submissions were included in the MIOSHA Messenger.

4. Coordinate Connecting MIOSHA to Industry Phase V training for staff. NOTE: Some overlap with 3.1A - Implement strategies that nurture collaboration among all MIOSHA team members to enhance effective communication and staff development. Created new workgroup to implement Phase V which will focus on consistency in services and information

provided to customers. Based on IAMS survey feedback the workgroup will lift up consistency by coordinating joint hazard recognition training or MIOSHA policy review.

**SECTION 2 - PRIMARY OUTCOME MEASURE SUMMARY CHART
FY 2016 (Year 3 of 5-year MIOSHA Strategic Plan for FY 2014-2018)**

<u>Strategic Plan Emphasis</u>	<u>Year 5 Goal</u>	<u>Year 3 Achievement</u>	<u>Met Goal(s)</u>
1.1A-1 Beverage & Tobacco Product Mfg.	15% Decrease*	53.8% decrease	yes
1.1A-2 Primary Metals	15% Decrease *	50.0% decrease	yes
1.1A-3 Fabricated Metal Product Mfg.	15% Decrease *	12.5% decrease	no
1.1A-4 Machinery Mfg.	15% Decrease *	22.2% decrease	yes
1.1A-5 Transportation Equipment Mfg.	15% Decrease *	25.7% decrease	yes
1.1A-6 Support Activities for Transportation	15% Decrease *	21.4% decrease	yes
1.1A-7 Warehousing and Storage	15% Decrease*	38.6% decrease	yes
1.1A-8 Hospitals	15% Decrease *	8.0% decrease	no
1.1A-9 Nursing and Residential Care Facilities	15% Decrease *	18.8% decrease	yes
1.1A-10 Accommodations	15% Decrease *	6.4% decrease	no
1.2 Manufacturing (31-33) – TRC Rate/Fatalities	15% Decrease	22.4% decrease/ 100% increase	yes/no
1.3A Construction Fatalities	10% Decrease	19.5% decrease	yes
1.3B Construction Injuries & Illnesses (DART)	5% Decrease	10.5% decrease	yes
2.1 Safety and Health Management Systems	100% Promote	100% Achieved	yes
2.2 Participation in MTI Level 2 Certificates	10% Increase yearly	24% decrease	no
2.3 Participation in Cooperative Programs	Six Program Goals	Met 5 of 9	5 yes/4 no
2.4 Communicate benefits of Workplace Safety	DART/TRC decrease	20.0%/17.1% decrease	yes
3.1A Implement Strategies that Nurture Collaboration	N/A	N/A	N/A
3.1B MIOSHA Interventions	>95% Useful	98.7% Useful	yes
3.2A Respond to Complaints Within 10 days	>97% Response	99.6% Achieved	yes
3.2B Non-Contested Cases Having Abatement	95% Occurrence	94.0%	no
3.2C Respond to FOIA Requests Within 5 days	95%	84.0%	no
3.2D Standard Promulgation	100% Fed/ 80% MI	0%/75%	no/no
3.3 Data Management Systems and Processes	Various	N/A	N/A
3.4 Connect MIOSHA to Industry	98% Useful	98.7% Useful	yes

*Proportional annual goals not set for emphasis; overall reduction of 15% reduction evaluated.

**SECTION 3 – CONSULTATION, EDUCATION AND TRAINING (CET) GRANTS FOR
FY 2016**

Links with Strategic Plan Emphasis

<u>Name of Organization</u>	<u>Emphasis</u>
AFL-CIO of Michigan: HRDI	1.1/1.2/2.1
Alpena Community College	1.1/1.3
Associated General Contractors of Michigan	1.3/2.1
Bay de Noc Community College	1.1/2.1
Center for Workplace Violence Prevention, Inc.	1.1/2.1
Construction Association of Michigan	1.3/2.1
Eastern Michigan University	1.3/2.1
Grand Valley State University	1.1
Great Lakes Safety Training Center	1.2/2.1
MARO Employment and Training Association	1.1/1.2
Michigan Association of Chiropractors	1.1/2.1
Michigan Green Industry Association	1.2/2.1
Michigan Infrastructure and Transportation Association	1.3/2.1
Michigan Safety Conference	1.1
Michigan Safety Consortium	1.2
Michigan State University	1.2/2.1
North Central Community College	1.1/2.1
Parents for Student Safety Employment Standards	1.2/1.3/2.1
Retail, Wholesale, and Department Store Union	1.1/2.1
United Auto Workers International Union	1.1/2.1
University of Michigan	1.1/2.1

SECTION 4 - MIOSHA STATE INTERNAL EVALUATION PLAN (SIEP) FOR FY 2016

Activity/Program Component Evaluated:

MIOSHA's State Internal Evaluation Plan (SIEP) for FY 2016 is in follow-up to the FY 2014 Michigan Follow-up FAME Report findings and observation listed below:

13-02 The verified abatement date was not being entered into IMIS in item 22 of the OSHA-1B. As a result, State Activity Mandated Measure (SAMM) #6, "Percent of Serious/Willful/Repeat Violations Verified," did not reflect any hazards as being abated. MIOSHA will determine if the date abatement was verified is being entered in OSHA Information System (OIS).

Findings: OIS requires date abatement was verified to be entered in the violation summary and "date abatement verified field." OIS requires the field to be populated before the case can be closed. This field records the date populated that abatement is reviewed and accepted by each division. The evaluation determined that MIOSHA is entering the date abatement is verified into OIS.

Recommendation: None noted.

13-03 Documentation that worker representatives were given an opportunity to participate in all phases of workplace inspections not included in all case files reviewed in accordance with Section 29(4) of the Michigan Occupational Safety and Health Act. MIOSHA will determine if documentation that "worker representatives," as defined in the MIOSHA FOM Chapter V, Section 23, paragraph (a), are given an opportunity to participate in all phases of workplace inspections.

Findings: There is an issue with this SAMM measure. The SAMM measure as reported is inaccurate. The SAMM #13 Percent of Initial Inspections with Employee Walk around Representation or Employee Interview information comes from boxes 29 and 30 on the MIOSHA 1. Box 29a on the MIOSHA 1 is checked if it is a union facility. Box 29b on the MIOSHA 1 is checked if it is a non-union facility. Box 30a is checked when an employee exercises their walk-around privilege, not that they were provided with the opportunity. Box 30b is checked when employees are interviewed. If Box 29a is checked as a union facility, there may not be any boxes checked in Box 30. If Box 29b is checked as a non-union facility, then Box 30b must be checked to indicate the employee interviews were done.

GISHD is tracking the outliers in this measure, correcting errors, and noting a reason on a quarterly basis. There was some inconsistencies in CSHD when the boxes were not checked in Box 29 and Box 30.

Recommendation: Ensure a tracking mechanism is in place in the CSHD to track the outliers to correct errors and noting a reason on a quarterly basis. Retraining is recommended for enforcement staff members.

FY 2013-OB-01 Next-of-Kin letters were not consistently included in the case file in accordance with MIOSHA FOM, Chapter VI, paragraph I.B.2.e. Ensure next-of-kin letters are included in the case file in accordance with the MIOSHA FOM and Agency Instruction MIOSHA-COM-06-1, Inclusion of Victim's Families in Fatality Investigations, as amended.

Findings: Based on review of case files for eight (8) construction fatalities and 20 general industry fatalities that occurred in 2015, there were some inconsistencies in each division. There were instances in both enforcement divisions when next-of-kin letters were not included in the case. Copies of these next-of-kin letters were kept in a separate location and were reviewed during the audit and copies were placed in the case files.

Recommendation: Ensure a copy of the signed next-of-kin letter is included in each case file or reason noted in the file when a next-of-kin letter is not mailed. Retraining is recommended for staff members handling the next-of-kin letters.

SECTION 5 – PROGRAM ACCOMPLISHMENTS FOR FY 2016

Major Program Accomplishments

Consultation and Education Training Grants

In 2016, MIOSHA awarded 20 Consultation Education and Training grants to non-profit groups to enhance safety and health training and to support worker safety and health across the state. The grants require a minimum 10% match from the training entities. The MIOSHA CET Grant Program provides additional options for safety and health education and training to employers and employees. Most of the grants focus on the performance goals identified in the MIOSHA Strategic Plan, with a particular emphasis on hazard recognition and prevention for high hazard industries. The CET Grant Program is designed to:

- Increase the number of employers and employees receiving occupational safety and health education, training and prevention services, especially employers with less than 100 employees.
- Encourage the development of new strategies for providing occupational safety and health education, training and prevention services.
- Encourage new providers of occupational safety and health education, training and prevention services for Michigan businesses.
- Evaluate the effectiveness of those alternative strategies and providers.

The awarded projects include a wide range of training activities and proficiency levels, with many offering interactive, computer-based training modules and applications. Training topics include: agricultural machine rescue operations; workplace violence prevention; healthcare and long-term care hazards; tree trimming and landscaping hazard awareness; ergonomics; youth safety; fall protection; trenching and excavation; dairy and swine agriculture; and construction site walkthroughs.

Penalty Reduction Agreements Online Application

In 2016, MIOSHA launched a new online application system for Informal Settlement Agreements (ISAs), now renamed Penalty Reduction Agreements (PRAs). All outgoing citations contain the new PRA instructions and a flyer alerting the employer to the new terms and features. Under the new PRA process, employers will receive a standard 50% reduction of the total penalty. Employers with computer and internet access are directed to request PRAs through the online system. Employers without access to a computer or the internet are directed to contact the issuing division for assistance in completing a PRA by mail.

The MIOSHA PRA Homepage www.michigan.gov/mioshapra has links to the online PRA application system. The PRA Homepage also contains helpful information about the new process such as FAQs, a video tutorial on the MIOSHA YouTube channel demonstrating the customer application process, and a sample PRA. Over 1,100 PRA requests have been submitted online since the launch in December of 2015.

Protecting Workers in Tough Economic Times

In FY 2016, MIOSHA continued an initiative to help employers protect workers during tough economic times. The cost of reacting to workplace injuries and illnesses far exceeds the costs of preventing them from happening in the first place.

A comprehensive safety and health management system can help employers protect their workers and their bottom line. MIOSHA is offering penalty reductions to companies for prompt abatement of hazards, as well as other incentives to encourage employers to develop safety and health management systems that protect their employees.

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 offered the below to help employers comply with MIOSHA requirements.

- Penalty Payment Plan – An extended payment plan allows employers the opportunity to pay the citation penalty in installments rather than one lump sum.
- Prehearing Options – Three alternative locations to prehearings conducted in Lansing were available.
- Inspection Deferrals – Employers working with CET Division may receive a deferral from a MIOSHA enforcement programmed inspection.
- MTI Training Scholarships – Over \$27,000 in safety and health training scholarships were awarded for MIOSHA Training Institute (MTI) courses in FY 2016.
- Increase Publication Limits – The CET Division increased 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 200 DVD titles on a wide range of safety and health topics available on a free-loan basis. In 2016, MIOSHA continued to offer a free, online streaming video service in selected topics.

MIOSHA Training Institute (MTI)

In FY 2008, MIOSHA implemented a new safety and health training/certificate program.

Seminars offered through MTI provide an opportunity to earn a certificate. In FY 2016, 157 were offered across the state. Also in FY 2016, CET:

- Continued to provide MTI outreach through printed seminar brochures. Printed and mailed 32,000 seminar brochures to high hazard industries twice in FY 2016.
- Continued to conduct MTI outreach while participating at expositions, meetings and conferences. Provided MTI seminar brochures at 29 events in FY 2016.
- Continued to promote the MTI Scholarship Program to increase MTI attendance when funding is available. In 2016, a total of \$27,525 was paid out for 409 scholarships.
- Routinely communicated with MIOSHA stakeholders through listserv, MIOSHA eNews, Facebook and Twitter announcements to keep them aware of the MTI offerings. In 2016, there were 97 MTI emails.

- Explored interest in other MTI boot camps as a way of increasing Level 2 graduates. Two Level 2 boot camps were held in FY 2016. Based on positive attendee feedback, will continue to offer Level 2 boot camps in FY 2017.

To date, training has been provided to more than 22,499 individuals and certificates have been issued to over 1,266 students.

Connecting MIOSHA to Industry

“Connecting MIOSHA to Industry” has proven to be a very successful initiative and has enhanced MIOSHA’s ability to accomplish the mission of protecting the health and safety of Michigan workers. It is positively affecting both the safety and health culture in the industry and the way our customers perceive us.

MIOSHA held six “Coffee with MIOSHA” events around the state to invite businesses and employees to have a cup of coffee and meet MIOSHA staff to learn about training opportunities and other resources MIOSHA has to offer. These events were open to the public and sponsored by a variety of different industries, associations, and businesses.

Take a Stand Day

On August 10, 2016, the 12th annual “Take a Stand Day” was a great success. “Take a Stand Day” provides an opportunity for employers to receive a special one-on-one consultation with NO CITATIONS and NO PENALTIES. MIOSHA dedicated more than 125 professional staff to visit Michigan high-hazard industries targeted by the MIOSHA Strategic Plan. A total of 238 requests were received in the CET Division and assigned to MIOSHA staff – both enforcement and consultation staff. This event provides all MIOSHA staff an opportunity to “connect with industry.”

MIOSHA Initiatives

Strategic Planning Emphasis

Siding, Structural Steel and Pre-Cast Concrete LEP

A Siding, Structural Steel and Pre-Cast Concrete LEP was created and put into effect for one year starting on October 1, 2015. The LEP ended on September 30, 2016. Enforcement planned on conducting approximately 50 inspections with these types of work operations. Enforcement conducted 141 inspections. This LEP stemmed from the 2013 Bureau of Labor Statistics (BLS) data on Injuries and Illnesses in the workplace, these three sectors had elevated numbers.

Blight Removal Involving Asbestos, Lead and Cadmium SEP

The U.S. Department of the Treasury established the Housing Finance Agency Innovation Fund for Hardest Hit Housing Markets (Hardest Hit Fund or HHF) in 2010 to provide assistance to states that were most severely impacted by the foreclosure crisis. In 2016 an additional \$2 billion was allocated to participating HHF states to continue neighborhood stabilization efforts. Michigan received \$74,491,816 to clean-up blight. Blight reduction hazards include potential exposure to lead, asbestos, silica, and other chemicals or heavy metals requiring special material

handling. This initiative provides additional MIOSHA presence on blight projects to address these hazards. Enforcement will conduct at least 20 inspections with these types of work operations.

Temporary Workers Initiative

MIOSHA's new strategic plan covering FYs 2014-2018 includes the goal of reducing the rate of worker injuries, illnesses, and fatalities within the temporary worker population. MIOSHA is including increased outreach and consultation with temporary employment agencies as part of the new strategic plan. Under this emphasis, the CET Division will be seeking opportunities to partner with the industry to encourage proactive attention to improve safety and reduce fatalities in all types of work operations.

Some of the outreach opportunities identified include:

- Developing and presenting training on the new MIOSHA Temporary Worker Initiative.
- Assisting staffing agencies in developing safety and health management systems.
- Developing a MIOSHA fact sheet identifying the shared responsibilities between the temporary agency and the host employer.
- Authoring safety and health articles for the industry's publications.
- A letter was mailed to MIOSHA Alliance partners soliciting their assistance in this initiative.
- In FY 2016, two successful Temporary Worker Initiative Symposiums were held with more than 120 attendees. Two more seminars are planned for FY 2017.

Agriculture Outreach

The CET Ag Outreach Workgroup continued to meet throughout FY 2016. Workgroup members participated in the Great Lakes Fruit, Vegetable and Farm Market Expo at the DeVos Center in Grand Rapids.

A CET mini-grant was awarded to the Michigan Safety Consortium. The final product is a first responder critical document for responding to agricultural incidents. A CET member of the workgroup was assigned to work with the grantee.

The Agricultural Operations page was added to the MIOSHA website. It includes all related standards, CET publications and resources, and applicable OSHA and other resources.

MIOSHA Partnerships and Alliances

In May 2004, MIOSHA established a program to permit partnerships between MIOSHA and an individual employer, employees, and/or their representatives or a group of employers, employees, and/or their representatives. Partnerships are cooperative agreements that provide an opportunity for the agency to carry out its mission through use of non-traditional approaches for enforcement, provide opportunities to share best practices on safety and health approaches, and leverage program resources. MIOSHA construction partnerships have had injury/illness rates far below the industry average for similar work.

Partnerships

MIOSHA had nine active partnerships in FY 2016; six of which were newly signed:

- Walsh Construction – On November 14, 2012, MIOSHA signed its 18th construction partnership at the existing waste water treatment plant in Ann Arbor, Michigan. This is a five year renovation project that includes rehabilitating existing flow control structures, complete demolition and replacement of primary and secondary treatment equipment, and construction of new buildings.
- Barton Malow Construction Services – On August 19, 2015, MIOSHA entered into another partnership with Barton Malow Company, Construction Services group. They are involved in the construction of the Holland Energy Park project in Holland, Michigan. This project involves the construction of a 200,000-square-foot, gas-fired power plant on 27 acres in Holland, Michigan. The project’s goal is to create a park-like atmosphere for the residents of Holland, develop a learning center for the public, and implement a snow-melt system for the community.
- O’Brien Edwards-Brinkman Joint Venture – On November 16, 2015, MIOSHA entered into a partnership with O’Brien Edwards-Brinkman Joint Venture on their Orleans Landing Rivertown Phase I project. The \$65-million Orleans Landing – Rivertown Phase I project will consist of the new construction of 278 market rate rental apartment style units, clubhouse and outdoor amenities. This includes 10,500 square feet of retail space.
- Lakewood Construction - On December 17, 2015, MIOSHA entered into a partnership with Lakewood Construction on their construction of the Caledonia High School South Campus Building. The project will consist of a 120,000 square foot addition to the school, including classroom wings, gym, black box theatre, media center, cafeteria and other multi-use school spaces.
- Wolverine Building Group – On March 23, 2016 MIOSHA entered into another partnership with Wolverine Building Group on their construction of the Skyvue Project in Lansing. The Skyvue project will consist of construction of a nine-story, mixed-use building that will have more than 300 residential units with a small rental space available on the first floor. The project is expected to be completed by summer of 2017.
- UAW/Ford/ACH/MIOSHA Partnership – In 2002, Ford Motor Company, Visteon, the United Auto Workers and MIOSHA entered into partnerships to improve worker safety and health in Ford and Visteon facilities. These partnerships were designed to share information and resources and to allow all parties to work together to address workplace safety and health issues in a focused, efficient and effective manner. On April 22, 2016, MIOSHA renewed the partnership agreement with UAW/Ford/ACH.
- Granger Construction Company - On June 7, 2016, MIOSHA entered into their second partnership with Granger Construction Company at their U of M Athletics South Campus Performance Project. The project includes the construction of several new buildings

including the development of three new outdoor performance field facilities, and significant infrastructure upgrades for the new 18-acre South Campus addition.

- Walbridge – On June 16, 2016, MIOSHA entered into a partnership with Walbridge on the construction of MSU 1855 Place. The MSU 1855 Place project includes seven residential buildings on a 33 acre site. The buildings will consist of wood frame construction and have a mix of three, four and five story structures. The project also includes a Commercial four story steel framed building with an extensive amount of site work including utilities, paving and landscaping.
- Pioneer Construction Company – On August 30, 2016, MIOSHA entered into a partnership with Pioneer Construction Company and their construction of Diamond Place project in Grand Rapids. Diamond Place is a residential and commercial project consisting of 165 apartments and commercial retail spaces on the 1st floor, and construction of an adjacent parking deck.

Partnerships Completed in FY 2016

- DTE Energy, Barton Malow, Building Trades, and Contractors – The North MATS (Mercury and Air Toxic Standards) project was completed in February 2016.
- The Christman Company, Daniels Building Company and Contractors – The State Emergency Operations Center (SEOC) project was completed in June 2016.
- Wolverine Building Group – The Pierce Street Apartment project in Allendale, Michigan, was completed in June 2016.
- Granger Construction Company – The University of Michigan G.G. Brown College of Engineering Renovation project was completed in August 2016.
- Clark Construction Company – The Central Michigan University Bioscience Research Center project was completed in August 2016.

Alliances

In December 2003, MIOSHA established a program to encourage formal alliances between MIOSHA and a variety of organizations. Alliances are a formal agreement between MIOSHA and an organization or employer committed to workplace safety and health. An alliance provides the opportunity for MIOSHA to partner with organizations to reach out, educate, and to encourage improvements in workplace safety and health. On August 18, 2016, CET Division held the third Annual MIOSHA Alliance Program Partners' Meeting. MIOSHA Alliance partners shared their information on specific safety and healthy successes that were developed through the alliance program.

The Alliance Program webpage was updated. Each Alliance has its own dedicated page which includes milestones and successes, activities and events, products and resources, and areas of emphasis.

MIOSHA has the following alliances:

- American Society of Safety Engineers (ASSE) – Greater Detroit Chapter, West Michigan Chapter, and Lansing Chapter
- Associated Builders and Contractors (ABC), Greater Michigan Chapter, Southeastern Michigan Chapter, Western Michigan Chapter, and ABC of Michigan
- Associated General Contractors (AGC) Michigan Chapter
- Central Michigan Manufacturing Association (CMMA), Safety Special Interest Group (SIG)
- Construction Association of Michigan (CAM)
- Macomb Community College
- Manufacturing Technology Mutual Insurance Company (MTMIC)
- Michigan Assisted Living Association (MALA)
- Michigan Green Industry Association (MGIA)
- Michigan Laborers Training & Apprenticeship Institute (MLTAI)
- Operating Engineers Local 324 Journeyman & Apprentice Training Fund, Inc.
- Precision Metalforming Association (PMA) and West Michigan Districts
- University of Michigan - Center for Occupational Health and Safety Engineering (COHSE)

Other Significant Activities

Significant Cases

1. On April 21, 2016, the General Industry Safety and Health Division issued citations with penalties totaling \$127,050 to Anderson-Cook Inc. LM Gear. Two inspections (one complaint and one reinspection) were conducted resulting in a total of 3 serious, 8 repeat-serious, 8 other-than-serious, and 3 repeat other-than-serious violations.
2. On May 26, 2016, the General Industry Safety and Health Division issued citations with penalties totaling \$220,500 to AJM Packaging Corp., Detroit. Three inspections (one SVEP follow-up, one comprehensive, one injury and illness) were conducted resulting in a total of 13 serious, 1 willful serious, 2 repeat-serious, and 4 other-than-serious violations.
3. Sunset Tree Services and Landscaping – Cease Operations Order was issued on May 16, 2016, and lifted on May 18, 2016.
4. In June 2016, the General Industry Safety and Health Division issued citations with penalties totaling \$248,750 to AJM Packaging Corp., Southgate. Two inspections (one SVEP and one comprehensive) were conducted resulting in total of 9 serious, 1 willful serious, 6 fail-to-abate, 1 repeat serious, and 5 other-than-serious violations.

5. On July 6, 2016, the General Industry Safety and Health Division issued citations with penalties totaling \$205,400 to Blue Diamond Steel Casting LLC. Two inspections (one reinspection and one program-related) were conducted resulting in a total of 6 serious, 1 willful, 9 repeat, and 7 other-than-serious violations.
6. On July 22, 2016, the General Industry Safety and Health Division issued citations with penalties totaling \$184,000 to AJM Packaging Corp., Taylor. Two inspections (employer reported referral and planned programmed) were conducted resulting in a total of 14 serious, 1 willful serious, 1 repeat serious, and 2 other-than-serious violations.

Michigan Industrial Ventilation Conference

The 65th Annual Industrial Ventilation Conference was held on February 8 through 12, 2016. Each year MIOSHA sponsors this nationally recognized conference with the help of experts from across the U.S. and Canada who provide instruction on the design, construction, use, and testing of industrial ventilation systems. CET Division staff worked with Michigan State University, the Lansing Area Safety Council, and 20 additional instructors to make sure the conference was a great learning experience for the students. This year's conference had 79 attendees. Another 64 individuals attended two optional workshops addressing combustible dust and troubleshooting of industrial ventilation systems. A review of the conference evaluations shows that the conference was an overwhelming success.

Website Improvements

During FY 2016, MIOSHA used the website to provide timely access to information supporting our strategic goals including:

- Added the new Alliance templates to the Alliance page for the following:
 - Michigan Laborers' Training & Apprenticeship Institute (MLTAI)
 - Michigan Technology Mutual Insurance Company (MTMIC)
 - Michigan Green Industry Association (MGIA)
 - Precision Metalforming Association (PMA)
 - Associated Builders & Contractors (ABC)
 - Construction Association of Michigan (CAM)
 - Michigan Assisted Living Association (MALA)
 - Central Michigan Manufacturers Association (CMMA) Safety Special Interest Group (SIG)
 - ASSE
 - University of Michigan – COHSE
- Made the New Online Penalty Reduction Agreement (PRA) webpage live.
- Created a 2015 Fatality Page.
- Added a new Tool Box Talk, “Accident Prevention Program.”
- Added a new Alliance Agreement for the Michigan Assisted Living Association (MALA).
- Added the “Preventing Exposure to Hazardous Drugs” fact sheet (CET-0197).

- Added a new image to the homepage carousel and a link to the recordkeeping page for the new Severe Injury Reporting page.
- Added the new Ford/UAW Partnership to the Partnership page.
- Created a new image and webpage for the Michigan Challenge Program.
- Added the 2016 Alliance Partners Meeting PowerPoint to the Alliance page.
- Added the new Michigan Challenge Program for GI Quick Card (CET-0218) to the website.
- Added the new Part 62. Plastic Molding Rule Changes Fact Sheet.
- Added the Agricultural Operations page. It includes all related standards, CET publications and resources, OSHA and other resources.
- Linked MIFACE fatality summaries to our fatality list. This follows customer requests for more details beyond the preliminary information we send out on the GovDelivery notifications; i.e. “the rest of the story.”

The webpage can be viewed at www.michigan.gov/miosha.

MIOSHA Awards

Michigan Voluntary Protection Program for Construction (MVPPC)

MIOSHA has long recognized the value of cooperative efforts by employers, employees, and government agencies to reduce hazards and strengthen worker protection. The Michigan Voluntary Protection Program (MVPP), which recognizes employers and employees who have established effective safety and health management systems, has been particularly successful. However, the MVPP was designed primarily for fixed workplaces, and most businesses within the construction industry have not been able to participate. Representatives of MIOSHA Administration, Construction Safety and Health Division (CSHD) and CET Division have worked with leading construction trade associations, labor organizations, and employers to find ways to adapt the MVPP model to the unique characteristics and challenges of the construction industry. In collaboration with labor and industry, MIOSHA designed the MVPPC. The MVPPC program was launched in 2009. In FY 2010, the first construction company qualified for the MVPPC Star Award was Walbridge (Couzens Hall Project), Detroit, followed by Holly Construction Company, Belleville.

MVPPC Star Companies

Updates can be found at www.michigan.gov/mvpp

- Walbridge, Couzens Hall Project, Detroit – Star Award: August 25, 2010; Continued Star Award for Alice Lloyd Hall Project: July 21, 2011; Designated Geographical Area (DGA) Star: August 14, 2012, Reevaluation Approval: November 2, 2015
- Holly Construction Company – Rising Star Award: September 14, 2010; Star Award: March 8, 2013

Michigan Voluntary Protection Programs (MVPP) Star Companies

Updates can be found at www.michigan.gov/mvpp

Star sites are available to mentor other companies that have an interest and desire to improve their safety and health management system. Mentors inform, counsel, train, provide tours, and assist other establishments with reducing injuries and illnesses, and strive to achieve excellence in safety and health through the MVPP.

- Occidental Chemical Corporation, Ludington Plant (formerly Dow Chemical) – Star Award: October 10, 2002; Reevaluation Approval: January 17, 2006, July 28, 2009, October 8, 2012, and May 24, 2016
- Verso Paper Quinnesec Mill, Norway – Star Award: March 26, 2001; Reevaluation Approval: March 9, 2005, October 23, 2008, October 10, 2011, and August 31, 2015
- Johnson Technology, Inc., Latimer Plant, Muskegon – Rising Star: November 27, 2002; Star Award: March 10, 2003; Reevaluation Approval: February 16, 2007, November 23, 2010, and March 24, 2014
- Huntsman Polyurethanes, Auburn Hills – Rising Star Award: August 7, 2002; Star Award: February 27, 2004; Reevaluation Approval: June 11, 2007, February 3, 2011, and June 1, 2015
- Johnson Technology, Inc., Norton Shores – Rising Star Award: November 26, 2003; Star Award: April 14, 2004; Reevaluation Approval: January 23, 2007, November 23, 2010, and March 29, 2014
- DTE Energy, Fermi 2, Newport – Star Award: May 7, 2004; Reevaluation Approval: August 15, 2007, September 3, 2010, and February 19, 2014
- Alcoa Howmet, Whitehall Operations – Star Award: May 7, 2004; Reevaluation Approval: September 4, 2007, October 6, 2010, and April 3, 2014
- Atlantic Packaging Converting & Distribution Center, Sturgis – Star Award: February 10, 2005; Reevaluation Approval: August 25, 2008, October 26, 2011, and November 5, 2015
- Georgia-Pacific Corrugated, Albion – Star Award: July 28, 2005; Reevaluation Approval: October 23, 2008; Conditional Approval: January 10, 2012
- Georgia-Pacific, Beaver Creek Resin Plant, Grayling – Star Award: May 10, 2007; Reevaluation Approval: May 13, 2011 and July 28, 2014
- Herman Miller, Midwest Distribution, Holland – Star Award: December 22, 2006; Reevaluation Approval: June 11, 2009, November 20, 2012, and May 24, 2016
- DTE Energy, River Rouge Power Plant, River Rouge – Rising Star Award: October 16, 2009; Star Award: February 29, 2012; Reevaluation Approval: July 28, 2016
- United Water, Wixom Waste Water Treatment, Wixom – Rising Star Award: March 10, 2009; Star Award: September 27, 2012; Reevaluation Approval: November 13, 2015
- Monsanto Company, Constantine – Star Award: December 4, 2007; Reevaluation Approval: January 27, 2011, and May 10, 2016
- Covanta Kent, Inc., Grand Rapids – Star Award: March 31, 2008; Reevaluation Approval: October 26, 2011 and December 2, 2014
- Pfizer Global Manufacturing, Kalamazoo Operations – Star Award: March 31, 2008; Reevaluation Approval: November 2, 2011 and November 25, 2014

- Dow Corning Corporation, Auburn Site – Star Award: April 2, 2008; Reevaluation Approval: May 24, 2011 and June 19, 2014
- DTE Energy, Milford Compressor Station/Michcon, Milford – Star Award: April 17, 2008; Reevaluation Approval: December 13, 2011 and April 6, 2015
- Herman Miller, Inc., Main Site, Zeeland – Star Award: July 17, 2008; Reevaluation Approval: August 3, 2011, December 23, 2014, and May 24, 2016
- Marathon Petroleum Company, Detroit Refinery, Detroit – Rising Star Award: April 7, 2009; Star Award: July 28, 2010
- Michigan Packaging Company, Mason – Rising Star Award: September 10, 2010; Star Award: January 29, 2013
- Potlatch Land & Lumber, Gwinn – Rising Star Award: November 8, 2010; Star Award: February 8, 2013
- Herman Miller, Inc. Hickory Facility, Spring Lake – Star Award: January 20, 2012; Reevaluation Approval: September 1, 2016
- Sakti3, Ann Arbor – Star Award: July 20, 2013
- Albemarle Corporation – Rising Star Award: April 20, 2012; Star Award November 21, 2014
- Marathon TT&R, North Muskegon Terminal – Star Award: July 11, 2016.

Michigan Safety and Health Achievement Recognition Program (MSHARP) Companies
Updates can be found at www.michigan.gov/msharp

- Alco Tec Wire Corporation, Traverse City – Award Date: September 5, 2006; Recertification: June 3, 2008, March 17, 2011, and April 29, 2015
- Liqui-Force Services (USA), Inc., Romulus – Award Date: June 1, 2007; Recertification: September 9, 2014
- Northern Coatings and Chemical, Menominee – Award Date: November 1, 2005; Recertification: May 10, 2007, March 16, 2010, and September 8, 2014
- Steel Industries, Plant 1, Forging, Ring Rolling and Heat Treating, Redford Township – Award Date: November 1, 2005; Recertification: August 2, 2007, June 17, 2010, and June 3, 2014
- Steel Industries, Plant 2, Forging, Ring Rolling and Heat Treating, Redford Township – Award Date: August 16, 2007; Recertification: September 1, 2010 and June 3, 2014
- Steel Industries, Plant 3, Heat Treating Complex, Redford Township – Award Date: June 11, 2010; Recertification: June 9, 2014
- Steel Industries, Plant 4, Machine Shop, Redford Township – Award Date: September 7, 2007; Recertification: March 18, 2010 and June 9, 2014
- Steel Industries, Plant 5, Livonia – Award Date: March 31, 2015
- Quality Aluminum Products, Inc., Hastings – Award Date: February 13, 2008; Recertification: June 23, 2011 and October 27, 2014
- Midwest International Standard Products, Inc., Charlevoix – Award Date: May 12, 2008; Recertification: November 20, 2010, October 27, 2014, and September 27, 2016
- Arnold Center Incorporated, Midland – Award Date: May 14, 2009; Recertification: October 27, 2014

- Arnold Center Incorporated, Gladwin – Award Date: May 14, 2009; Recertification: March 15, 2013 and September 26, 2016
- AWTEC, Plymouth – Award Date: March 15, 2011; Recertification: October 20, 2014
- Glastender, Inc., Saginaw – Award Date: March 15, 2011; Recertification: June 9, 2014
- Burkland Incorporated, Goodrich – Award Date: April 4, 2011; Recertification: June 20, 2014
- Metal Sales Manufacturing Corporation, Bay City – Award Date: May 3, 2011; Recertification: May 4, 2015
- IHC, Inc. Detroit – Award Date: September 22, 2011; Recertification: May 27, 2015
- Columbian Logistics Network, Kentwood Campus, Grand Rapids – Award Date: May 2, 2013; Recertified: January 4, 2016
- Columbian Logistics, ABG Division, Grand Rapids – Award Date: September 22, 2014
- Aria Energy (Pine Tree Acres Facility) – Award Date: February 20, 2015
- Astech Inc., Vassar – Award Date: May 18, 2015
- Harris Rebar, Lansing – Award Date: January 26, 2015
- NuCon Corp., Livonia – Award Date: February 4, 2015
- Fortis Solutions Group LLC, Wixom – Award Date: January 4, 2016

CET Awards (Last 5 Years)

CET Silver Awardees

Cintas Corporation #354
Cintas Corporation #724

Effective Date

May 2012
May 2012

CET Gold Awardees

Shape Corp., Light Corp, Grand Haven
Shape Corp., Comstock Facility, Grand Haven
Merrill Aviation and Defense, Saginaw
Marathon Petroleum Company LP
SKF USA Inc.
Belle River Power Plant
Berkley Screw Machine Product

Effective Date

July 2016
July 2016
October 14, 2013
February 2013
February 6, 2013
August 2012
June 2012

CET Bronze Awardees

Kerkstra Precast, Grandville
Rousch Industries, Plymouth
Detroit Thermal, Inc.
Bosco's Pizza Company
Circuit Controls Corporation
Bluewater Thermal Solutions

Effective Date

July 2016
July 2016
March 2013
February 2013
October 2012
September 2012

MIOSHA Ergonomic Success Awardees

Royalton Manor, Saginaw

Effective Date

April 2014

SECTION 6 - Communication Accomplishments FY 2016

MIOSHA News

The MIOSHA News is a quarterly publication of the Michigan Occupational Safety and Health Administration (MIOSHA). The purpose is to educate Michigan employers and employees about workplace safety and health. The newsletter covers a wide range of safety and health information and the benefits of protecting workers, with special emphasis on Strategic Plan goals and objectives.

Four electronic issues were circulated this fiscal year to more than 17,766 online subscribers. All past issues of the MIOSHA News are on our website at www.mi.gov/mioshanews.

MIOSHA eNews

The MIOSHA eNews is an electronic newsletter that is emailed out via GovDelivery the first Tuesday of every month to more than 17,766 subscribers. MIOSHA uses this monthly newsletter to share current MIOSHA information, including: policy and procedure changes, standards changes, MIOSHA instructions, significant cases, press releases, MIOSHA Training Institute (MTI) calendar, and USDOL/OSHA information. This outreach tool is a prime example of MIOSHA providing timely and valuable information to employers and employees in the state of Michigan. Twelve issues of the MIOSHA eNews were emailed out this fiscal year. All past issues of the MIOSHA eNews are available on the MIOSHA website at www.mi.gov/mioshanews.

MIOSHA also reaches an additional 15,192 customers regarding CET Division events and the MTI. Since the start of FY 2016, MIOSHA's number of subscribers to the newsletters, events and MTI grew by more than 1,900.

Press Material

Press releases and media advisories are disseminated to the media and trade publications to provide valuable, public information that is relevant to employer and employee communities. MIOSHA settlement agreements and other substantial compliance activities are also communicated, as necessary. Events are planned for significant activities, such as MIOSHA cooperative programs and awards; special seminars or conferences; and other outreach activities. These events may feature the LARA director, LARA deputy director, MIOSHA director and other MIOSHA officials to enhance the newsworthy aspects of the events. Many of the press releases and events received media coverage. The advisories and press releases are available on the MIOSHA website at www.mi.gov/mioshanews.

In FY 2016, MIOSHA issued 35 press releases and/or media advisories:

- 09/27/16 – Michigan Companies Recognized by MIOSHA for Excellent Safety and Health Performance
- 09/07/16 – MIOSHA Targets Blight Removal Projects to Protect Workers from Asbestos and Other Hazards

- 08/30/16 – Pioneer Construction and MIOSHA Partner to Ensure Worker Protections During Construction of Mixed-Use Project in Grand Rapids
- 08/18/16 – MIOSHA Renews Alliance to Protect Workers with Operating Engineers Local 324 Journeyman and Apprentice Training Fund, Inc.
- 08/15/16 - Record Number of Michigan Employers "Take a Stand" for Workplace Safety and Health
- 08/11/16 – Marathon Petroleum Terminal Transport & Rail in North Muskegon Awarded Michigan Highest Workplace Safety Award
- 07/14/16 – Blue Diamond Steel Casting in Pigeon Michigan Cited for MIOSHA Violations Totaling \$205,400 in Proposed Penalties
- 06/09/16 – MIOSHA Forms Partnership to Protect Workers on U of M Project with Granger Construction Company and Michigan Building and Construction Trades Council
- 05/16/16 – MIOSHA Orders Sunset Tree Service & Landscaping to Cease Operations Due to Unresolved Worker Safety Issues
- 05/05/16 – MSU, Barton Malow and MIOSHA Partner at FRIB to Raise Awareness of Preventing Falls in Construction
- 05/03/16 – MIOSHA, Granger Construction and AGC of Michigan to Participate in National Fall Prevention Stand-Down
- 05/03/16 – Bell’s Brewery and Michigan Agencies Meet with, Educate Michigan Brewers, Distillers and Winemakers
- 05/03/16 – MIOSHA and the American Society of Safety Engineers’ Michigan Chapters Renew Alliance to Protect Workers and Enhance Safety
- 04/28/16 – Michigan Workers Remembered on Workers’ Memorial Day
- 04/26/16 – Ford, UAW Partner with MIOSHA to Reduce Injuries and Illnesses at Plants Throughout Michigan
- 04/22/16 – MIOSHA Training Institute Graduates Recognized at Michigan Safety Conference
- 04/13/16 – Construction Association of Michigan, MIOSHA Share Coffee and Workplace Safety Resources with Employers and Workers
- 03/16/16 – Kelly Services, MIOSHA Talk Worker Safety with Employers and Workers Over Coffee
- 02/29/16 – Michigan Assisted Living Association and MIOSHA Form Alliance to Foster Worker Safety
- 02/22/16 – MIOSHA Wage and Hour Program Offers Important Reminders for Tipped Employees
- 01/27/16 – MIOSHA Reminds Employers to Post 2015 Job-Related Injuries and Illnesses from February 1 to April 30, 2016

- 01/07/16 – Construction Association of Michigan Continues Alliance with MIOSHA to Heighten Worker Safety
- 12/23/15 – Verso Paper Corp. Quinnesec Mill Receives Michigan’s Most Prestigious Worker Safety and Health Award
- 12/17/15 – Lakewood Construction, MIOSHA Sign Partnership to Protect Workers During Caledonia High School Project
- 12/10/15 – AGC of Michigan and MIOSHA Share a Cup of Coffee Over Worker Safety
- 12/09/15 – New MIOSHA Injury and Illness Reporting Requirements in Effect
- 12/01/15 – New Minimum Wage for Michigan Employees
- 11/19/15 – MIOSHA, O’Brien Edwards Brinkmann Joint Venture Form Partnership to Protect Workers on Detroit Mixed Housing Project
- 10/28/15 – MIOSHA Awards \$867,000 in Grants to Nonprofits for Worker Protection
- 10/21/15 – Employers Cited for MIOSHA Violations at Holland Warehouse Totaling \$357,000 in Proposed Penalties
- 10/21/15 – DMC Consultants, Inc. Cited for MIOSHA Violations Totaling \$265,200 in Proposed Penalties
- 10/15/15 – MIOSHA, Manufacturing Technology Mutual Insurance Company Renew Alliance to Foster Safer Workplaces
- 10/14/15 – Precision Metalforming Association, MIOSHA Renew Alliance to Advance Workplace Safety
- 10/07/15 – Stryker Hosts ‘Coffee with MIOSHA in Portage; Employers and workers learn about benefits of workplace safety and health
- 10/01/15 – MIOSHA Launches Local Emphasis Program to Reduce Injuries and Illnesses

Outreach

MIOSHA conducted 2,457 employer and employee safety and health consultations, which included the promotion of MIOSHA CET Division services on and off-site, field consultations, follow-ups, and offsite consultations.

As part of the “Connecting MIOSHA to Industry” initiative, the Agency held six “Coffee with MIOSHA” events in FY 2016 to provide an informal opportunity for employers and workers to meet with MIOSHA representatives (consultative and enforcement) to ask questions, obtain information on program services and resources, learn about MTI opportunities, and establish rapport. One of the events was the first of its kind for the Agency, in which MIOSHA partnered with the Michigan Liquor Control Commission to reach a new audience: Michigan brewers, distillers and winemakers. It also served as an opportunity to share a unique, brewing safety module with grant funding from MIOSHA’s CET Division that addresses the need for occupational safety and health training in the brewing industry.

“Connecting MIOSHA to Industry” is a multi-year project to enhance customer service and program effectiveness. In line with LARA’s philosophy of being “customer driven, business minded,” the project focuses on increased communication, coordination, and outreach throughout the MIOSHA program. The goal is to ensure that MIOSHA interventions are educational, informative, and useful whether conducted by consultation or enforcement staff.

MIOSHA hosted two temporary worker symposiums in March and June of 2016. The symposiums were held to help reduce the number of worker injuries, illnesses, and fatalities with the temporary worker population by helping temporary staffing agencies recognize and understand their responsibilities as joint employers. More than 70 people participated in the March day-long program and 50 participated in the June symposium.

As part of the National Safety Stand-Down to Prevent Falls in Construction from May 2-6, 2016, MIOSHA joined with partners and other employers to host 15 stand-downs across the state to better reach Michigan workers about fall prevention in the workplace.