



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

FY 2017

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INTRODUCTION

The State OSHA Annual Report (SOAR) for FY 2017 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 2017, MIOSHA conducted activities directly related to the fourth year of the five-year MIOSHA Strategic Plan for FY 2014-2018. MIOSHA has selected eleven 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. For FY 17, MIOSHA chose NAICS 321, Wood Product Manufacturing as a new emphasis. 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 eight of the eleven industries:

70.0% Decrease for Beverage & Tobacco Product Manufacturing

55.9% Decrease for Primary Metal Manufacturing

25.0% Decrease in Fabricated Metal Product Manufacturing

21.4% Decrease in Support Activities for Transportation

36.8% Decrease for Warehousing and Storage

28.1% Decrease for Nursing & Residential Care Facilities

23.4% Decrease in Accommodations

29.0% Decrease for Wood Products Manufacturing

With significant reductions in the following industries:

13.0% Decrease for Machinery Manufacturing

12.0% Decrease in Hospitals

MIOSHA strategic plan emphasis 1.2 focused on a 15-percent reduction in the I & I rate for Manufacturing as a whole and included industries in the North American Industrial Classification System (NAICS) codes 31-33. In FY 2017, the rate decreased 22.4 percent, exceeding the goal.

Section 1 of the SOAR for FY 2017 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 2017, 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 2017 included:

- MIOSHA awarded 20 Consultation Education and Training (CET) grants, totaling \$871,000, 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 Fall Prevention in the Construction and General Industry sectors. This SEP covers all industries, but focuses on construction work and tree trimming employers where fall fatalities were the most prevalent in 2016
- Continued 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.
- 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.
- Participation in the 13th annual “Take a Stand Day” with 94 requests for a special one-on-one consultation without citations or penalties from MIOSHA consultation and enforcement staff.
- MIOSHA Training Institute (MTI) 10-Year Anniversary – On August 22, 2017, a decade of unprecedented success of the state’s workplace safety and health training program was celebrated at an appreciation ceremony recognizing the 29 co-sponsors of the program that help make it possible. Since its inception, more than 24,000 participants have been trained. 1,059 MTI students have earned Level One certificates for General Industry and Construction; approximately 300 students have earned Level Two certificates; and 70 students have earned Occupational Health certificates.
- MIOSHA and Oakland University Form Alliance – On September 21, 2017, MIOSHA and Oakland University formed a new alliance establishing the MTI to Bachelor of Science in Environmental Health and Safety (EHS) Degree Program. The new program is available to those who have a valid Level Two Safety and Health Management Systems certificate. These individuals will be granted up to 11 credits through a course competency by examination process to satisfy part of the minimum course requirements towards the EHS Bachelor of Science Degree.

Section 1 EMPHASIS AND PERFORMANCE FOR STRATEGIC GOALS 1 - 3

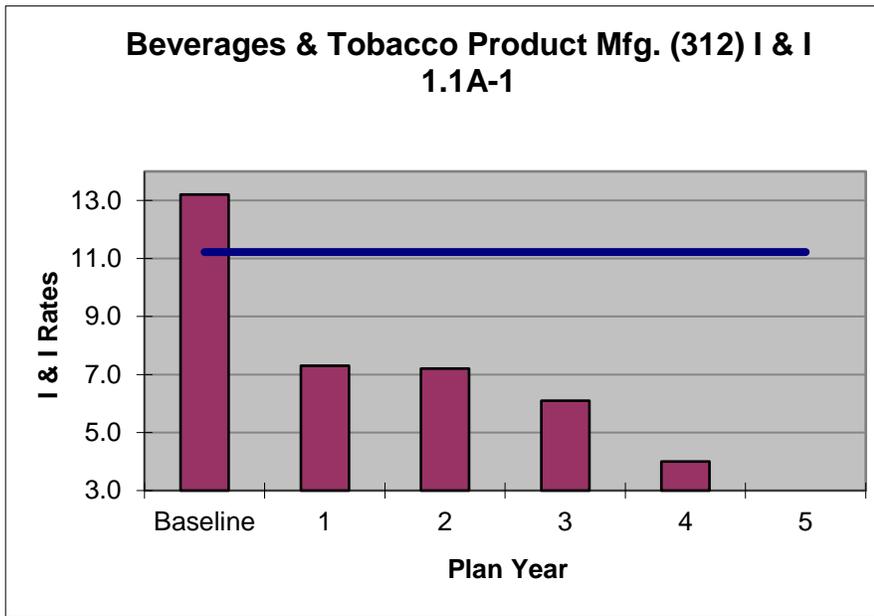
Michigan State OSHA Annual Report (SOAR)

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:
14	280

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	1,898*	0	0	1	52	381**	NAV***



Baseline: BLS, 2012
Injuries & Illnesses – 13.2

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

Achievement: Rate of 4.0 (BLS, 2016) is a 70.0% decrease from the baseline. Goal of 15% reduction was met in year 4.

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 (26), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (349), and 2017 MTI schedules printed (37,500).

*** Not Available.

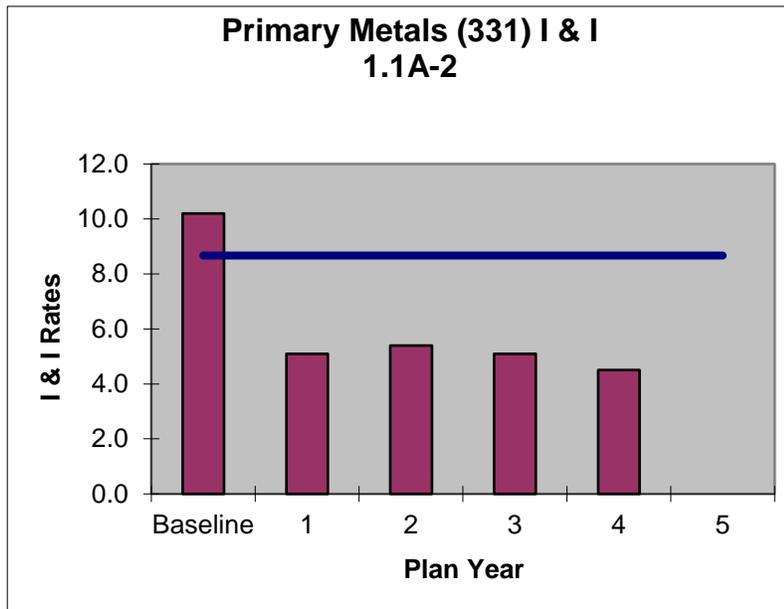
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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

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-2	Reduce by 15% the rate of worker injuries and illnesses in Primary Metal Mfg. (331).

Enforcement Indicators	
Inspections completed:	Employees covered:
61	1,212

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:
182	1,898*	0	0	10	182	381**	NAV***



Baseline: BLS, 2012 Injuries & Illnesses – 10.2

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

Achievement: Rate of 4.5 (BLS, 2016) is a 55.9% decrease from the baseline. Goal of 15% reduction was met in year 4.

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 (26), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (349), and 2017 MTI schedules printed (37,500).
 *** Not Available.

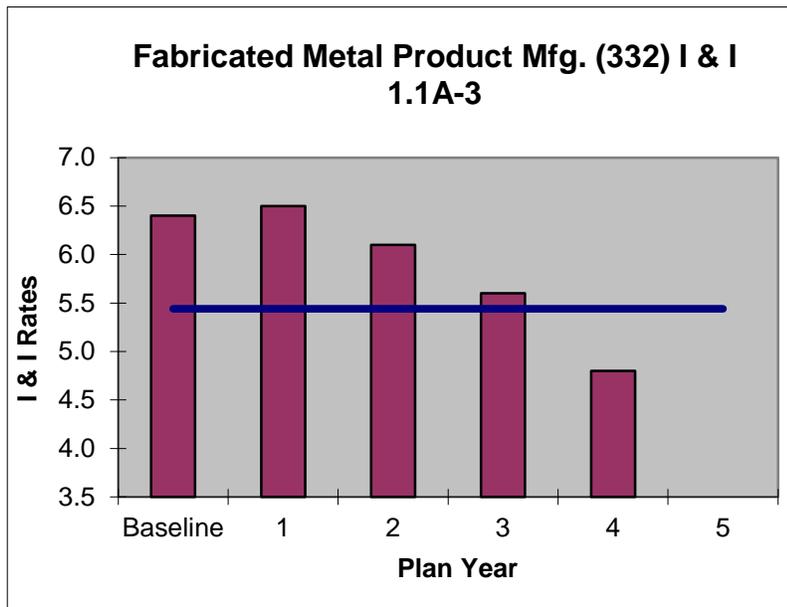
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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

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-3	Reduce by 15% the rate of worker injuries and illnesses in Fabricated Metal Product Mfg. (332).	

Enforcement Indicators	
Inspections completed:	Employees covered:
251	7,465

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:
266	1,898*	0	0	23	364	381**	NAV***



Baseline: BLS, 2012
Injuries & Illnesses – 6.4

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

Achievement: Rate of 4.8 (BLS, 2016) is a 25.0% decrease from the baseline. Goal of 15% reduction was met in year 4.

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 (26), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (349), and 2017 MTI schedules printed (37,500).

*** Not Available.

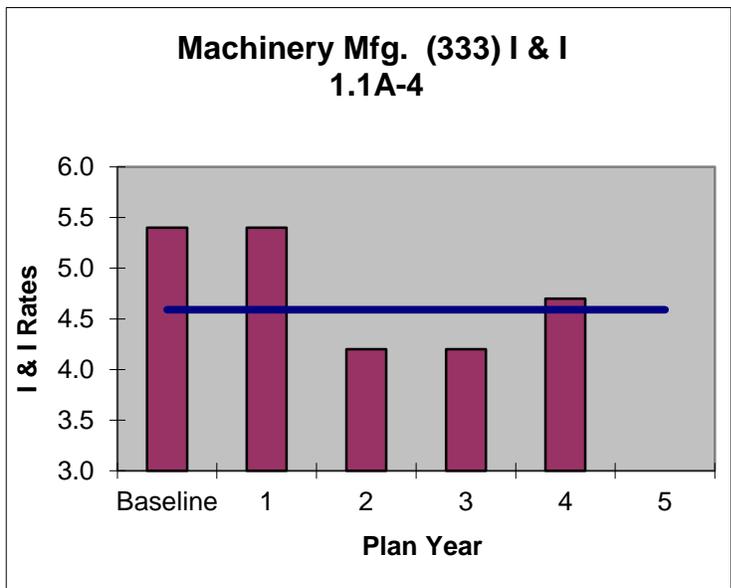
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Strategic Goal #1	Objective #1.1
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard 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:
113	3,781

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:
254	1,898*	0	0	13	303	381**	NAV***



Baseline: BLS, 2012
Injuries & Illnesses – 5.4

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

Achievement: Rate of 4.7 (BLS, 2016) is a 13.0% decrease from the baseline. Goal of 15% reduction was not met in year 4.

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 (26), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (349), and 2017 MTI schedules printed (37,500).

*** Not Available.

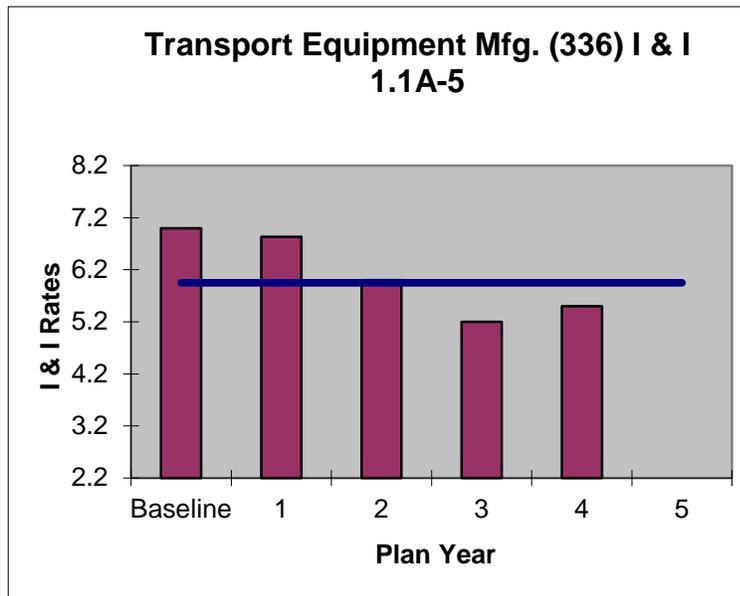
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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

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-5	Reduce by 15% the rate of worker injuries and illnesses in Transportation Equipment Mfg. (336).

Enforcement Indicators	
Inspections completed:	Employees covered:
194	27,691

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:
198	1,898*	0	0	24	317	381**	NAV***



Baseline: BLS, 2012 Injuries & Illnesses – 7.0

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

Achievement: Rate of 5.5 (BLS, 2016) is a 21.4% decrease from the baseline. Goal of 15% reduction was met in year 4.

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.

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*** Not Available.

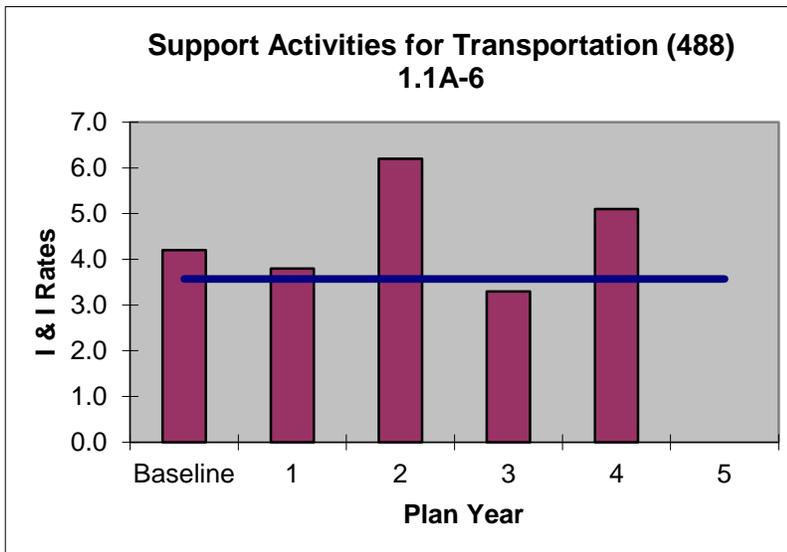
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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

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:
21	564

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:
42	1,898*	0	0	2	51	381**	NAV***



Baseline: BLS, 2012
Injuries & Illnesses - 4.2

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

Achievement: Rate of 5.1 (BLS, 2016) is a 21.4% increase from baseline. Goal of 15% reduction was not met in year 4.

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.

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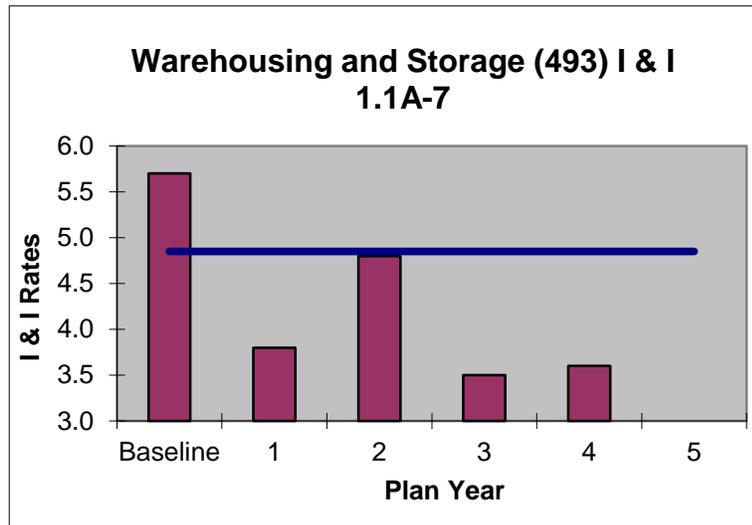
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Strategic Goal #1	Objective #1.1
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard 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:
23	1,884

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:
132	1,898*	0	0	4	137	381**	NAV***



Baseline: BLS, 2012 Injuries & Illnesses –5.7

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

Achievement: Rate of 3.6 (BLS, 2016) is a 36.8% decrease from baseline. Goal of 15% reduction was met in year 4.

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.

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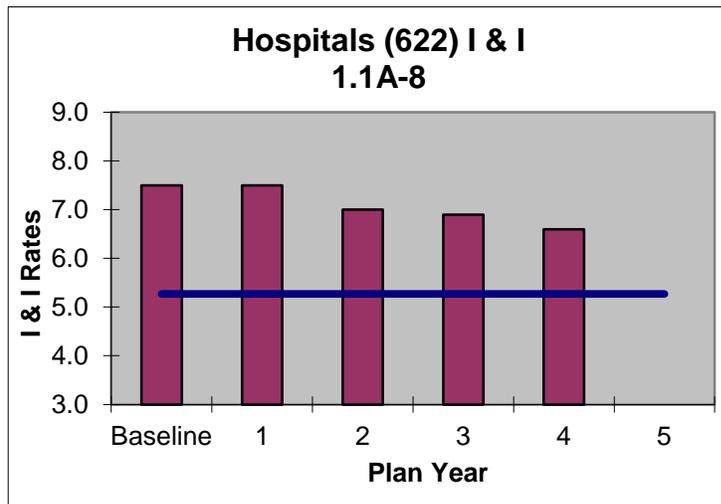
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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

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:
32	6,566

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:
59	1,898*	0	0	0	67	381**	NAV***



Baseline: BLS, 2012 Injuries & Illnesses –7.5

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

Achievement: Rate of 6.6 (BLS, 2016) is a 12.0% decrease from the baseline. Goal of 15% reduction was not met in year 4.

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.

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*** Not Available.

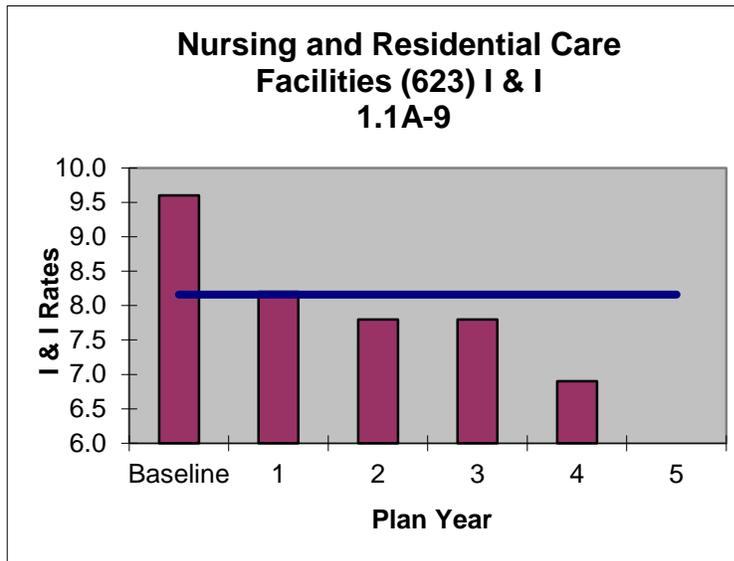
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Strategic Goal #1	Objective #1.1
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard 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:
25	2,399

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:
68	1,898*	0	0	7	90	381**	NAV***



Baseline: BLS, 2012
Injuries & Illnesses –9.6

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

Achievement: Rate of 6.9 (BLS 2016) is a 28.1% decrease from the baseline. Goal of 15% reduction was met in year 4.

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 (26), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (349), and 2017 MTI schedules printed (37,500).

*** Not Available.

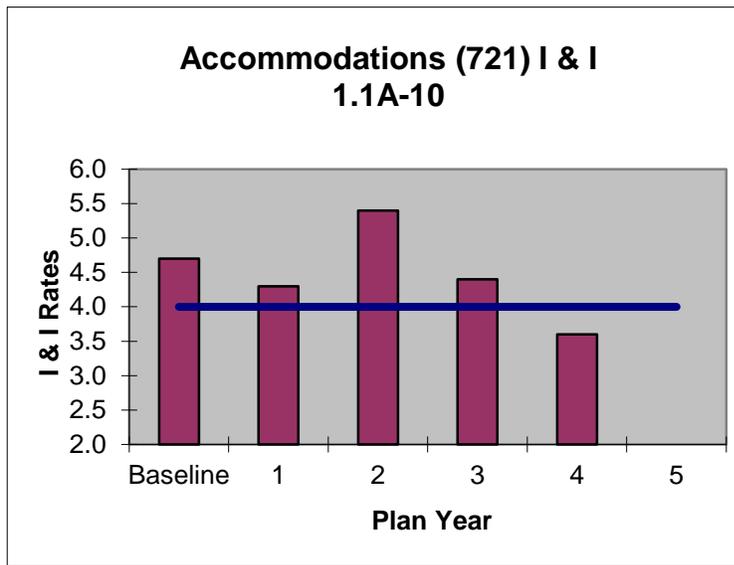
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SUMMARY OF ANNUAL PERFORMANCE PLAN RESULTS

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:
41	943

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:
10	1,898*	0	0	1	8	381**	NAV***



Baseline: BLS, 2012
Injuries & Illnesses – 4.7

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

Achievement: Rate of 3.6 (BLS 2016) is a 23.4% decrease from the baseline. Goal of 15% reduction was met in year 4.

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 (26), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (349), and 2017 MTI schedules printed (37,500).

*** Not available.

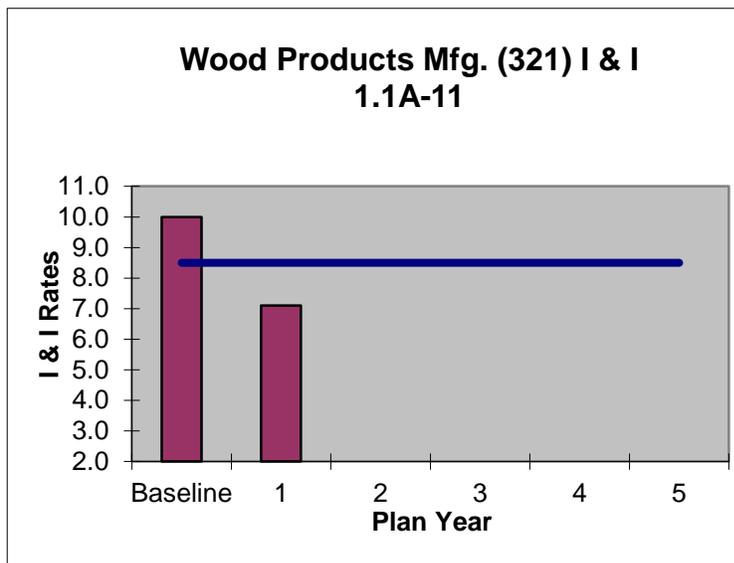
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Strategic Goal #1	Objective #1.1
Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.	Reduce the rate of worker injuries and illnesses in high-hazard industries.
Emphasis #1.1A-11	Reduce by 15% the rate of worker injuries and illnesses in Wood Product Manufacturing (321).

Enforcement Indicators	
Inspections completed:	Employees covered:
70	1,146

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:
48	1,898*	0	0	8	58	381**	NAV***



Baseline: BLS, 2015
Injuries & Illnesses – 10.0

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

Achievement: Rate of 7.1 (BLS 2016) is a 29.0% decrease from the baseline. Goal of 15% reduction was met in year 1.

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 (26), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (349), and 2017 MTI schedules printed (37,500)

*** 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:
1,121	46,971

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:
304	NAV***	398	0	0	27	381**	NAV***

<p style="text-align: center;">Manufacturing (31-33)</p> <p style="text-align: center;">Plan Year</p>	<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 2013</p> <p>Target: Reduce fatalities and illnesses and injuries by 15% (3% per year).</p> <p>Achievement: Rate of 4.5 (BLS, 2016) is a reduction of 22.4%, which meets the goal of 12% for year 4. 6 GI fatalities for CY 2016, which is a 20% 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 incidence rate. Data obtained from the Agency program-related fatality log.</p>	
		<p style="text-align: center;">Manufacturing (31-33)</p> <p style="text-align: center;">Plan Year</p>

* 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 (26), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (349), and 2017 MTI schedules printed (37,500).
 *** 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:
59	145	2,301	386	2 new – 7 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:
751	380	52	DUP**	5,012*	0	2



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 2016 had 13.08 fatalities/100,000 workers, which is a 61.9% increase from baseline of 8.10. This does not meet the goal of a 2% decrease for the 4th 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.

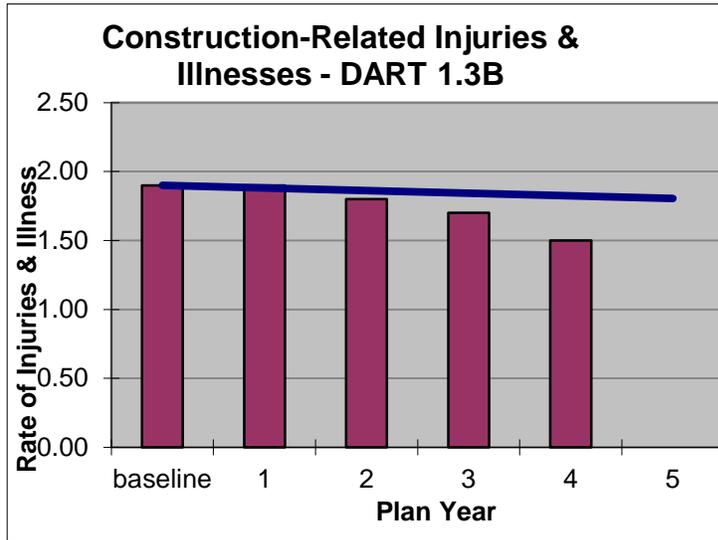
Michigan State OSHA Annual Report (SOAR)

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:
59	145	2,301	386	2 new – 7 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:
751	380	52	DUP**	5,012*	0	2



Baselines: Days away, restricted, transferred (DART) of 1.98/200,000 hours (BLS, average 2008 - 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 2016 is 1.5, which is a decrease of 24.2% of the baseline. This meets the goal of a 2% decrease for the 4th 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.

** 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 - 528 CSHD - 257 CSHD referred 185 to CETD CETD - 235	GI - 60% CETD - 87.5%	GI - 1,966 CSHD - 2,678	381*

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.

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 (26), MIOSHA News (4), Fact Sheets (2), GovDelivery messages sent (349), and 2017 MTI schedules printed (37,500).

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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 (12,383 on MTI GovDelivery subscriber list and 11,925 on CET GovDelivery). There are also 1,924 Facebook friends, 1,270 Twitter followers, and 164 YouTube subscribers.	112 MTI emails were sent to MTI GovDelivery subscribers. 37,500 MTI schedules distributed. 5,342 letters were mailed to Landscaping Services and 3,622 letters were sent to GISHD high-hazard employers; 3,794 T ASD letters went out to the following industries: Construction, Fabricated Metals, and Wood Products Manufacturing.	961	
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 2017, number of Level 1 and advanced certificate holders – 177 (Level 1 – 115, Level 2 – 39, Occupational Health – 23). The target is to increase the number of MTI level 2 certificate holders by 10% each year. In FY 2016, there were 45 new Level 2 certificate holders. In FY 2017, there were 39. Percentage increase in number of MTI Level 2 certificate holders is a 13% decrease, this does not meet the 4th 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 new MVPP renewals:	Number of renewals and annual re-evaluations for alliances:
3	12	2 renewals 3 new	1 new 1 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: 3 - New MVPP Awards = yes; 2 reevaluations = yes 1 - New CET (Bronze Certificate of Recognition, Silver Award, Gold Award, and Ergo Success Award) = no 2 - Michigan Challenge Programs = yes 1- New Alliances = yes; 1 renewal = no 0 – New MSHARP = no; 3 renewals = yes 5 - 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%	349 GovDelivery messages were sent 112 MTI GovDelivery messages were sent 11,925 CET GovDelivery members 12,383 MTI GovDelivery members 11,537 Standards GovDelivery members 1,924 Facebook members 1,270 Twitter members 164 YouTube subscribers	3,796 Take a Stand Day letters sent to the following employers: Construction, Fabricated Metals, and Wood Products Manufacturing. 3,622 letters sent to GISHD high-hazard employers.	4,644 GI-1,966 CS-2,678
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%	349 GovDelivery messages were sent 112 MTI GovDelivery messages were sent 11,925 CET GovDelivery members 12,383 MTI GovDelivery members 11,537 Standards GovDelivery members 1,924 Facebook members 1,270 Twitter members 164 YouTube subscribers	3,796 Take a Stand Day letters sent to the following employers: Construction, Fabricated Metals, and Wood Products Manufacturing. 3,622 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, 2016), which equals a 20.0% decrease and a 17.0% decrease, respectively, for year 4. 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:		58%	
Number of MIOSHA Weekly/Messenger issued:		25	
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 100%; CET 19%; CSHD 20%; GISHD 36%; TSD 10%	
Number of staff training sessions held:		CET 25, GISHD 23, CSHD 16 APPEALS 6, ADMIN 7, TSD 12	
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:	388 MIOSHA Comment/Suggestion Cards
Number of visits to MIOSHA’s website:	1,112,441 in FY 2017
Percent of positive feedback on customer comment cards:	98.7% Useful on Comment/Suggestion Cards
Number of staff training sessions held:	CET 25, GISHD 23, CSHD 16, APPEALS 6, ADMIN 7, TSD 12
Number of fact sheets developed:	24
Number of responses to Ask MIOSHA Info questions posted to the website:	7
Number of MTI courses and CET seminars:	128
Number of participants in MTI courses and CET seminars:	2,279
Number of MIOSHA News publications:	4
Number of press releases issued:	26
Number of public service announcements:	349 GovDelivery announcements
Number of customer surveys received via hard copy and website:	388 Comment/Suggestion Cards mailed back
Number of forums/symposiums:	2 – Temporary Worker Symposiums
Number of forum/symposium participants:	132
Baselines: Customer Survey results and Comment/Suggestion Card.	
Target: Comment/Suggestion Cards are ongoing.	
Achievement: MIOSHA received 388 Comment/Suggestion Cards during FY 2017. Results for the three questions: <ul style="list-style-type: none"> • 98.7% “Useful” on “How would you rate your overall experience with MIOSHA?” • 99.2% “Yes” on “Did you find the staff to be knowledgeable about employee safety and health issues?” • 99.1% “Yes” on “Did the staff explain how to correct the safety and health hazards they identified?” MIOSHA received 6,788 Comment/Suggestion Cards during FY 2008 to 2017. 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?” • 99.2% “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:		99.3% for CSHD (144 of 145) 99.2% for GISHD (729 of 735)	
Baseline: FY 2008 data 97.4%			
Target: 97% of complaints responded to within 10 working days.			
Achievement: For FY 2017, 873 of 880 complaints, or 99.26%, were responded to within 10 working days.			
Data Source(s): Fat/Cat and Complaint response data (IMIS/OIS).			

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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	
4,382	4,003	91.4	
Baseline: NONE – New measure with data supplied by federal OSHA.			
Target: 95%			
Achievement: For FY 2017, 379 of the 4,382 inspections did not have abatement complete within 60 workdays of last abatement due date. This resulted in a percentage of 91.4%. 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 2017, 765 of 814 Freedom of Information Act Requests, or 94.0%, were responded to within 5 working days. There are several factors influencing FOIA request processing: 1) the MIOSHA FOIA liaison retired in May, 2017, and the agency has been working since then to fill the position. 2) The Michigan Department of Licensing and Regulatory Affairs has recently revised the method for FOIA request processing, which is causing delays in when MIOSHA receives requests, as well as extending our internal processing time. 3) FOIA requests continue to become more complicated/voluminous/litigious, and the advancement in forms of communication (i.e., email, cell phones, texting, etc.) increases complexity. These factors continue to make production of complete records much more time-consuming. MIOSHA 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 2017 Standards Promulgation Plan.
2. Conducting standards liaisons and advisory committee meetings: During FY 2017, MIOSHA had 0 Advisory Committee Meetings, and 15 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. There were seven OSHA standards that were not promulgated within the six month timeframe. Delays were a result of staffing issues, as well as a continued backlog of work within the Department of Licensing and Regulatory Affairs, and the Office of Regulatory Reinvention.

Promulgate 80% of other Standards within deadlines established by an annual Standards Promulgation Plan – Accomplished 65% of original goal. Delays were a result of staffing issues, as well as a continued backlog of work within the Department of Licensing and Regulatory Affairs, and the Office of Regulatory Reinvention.

Hold 4 Standards Liaisons meetings. Accomplished 100% of original goal. The structure and focus of these meetings was changed during this fiscal year, and 15 meetings were held.

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 computers in use by staff in FY17 are under warranty. Agency has budgeted to replace 1/3 of the computers in FY18. The SharePoint resource identifying computer training, hints and tips was expanded in FY17. The Standards SAVES database was expanded to encompass the maintenance of consultative STEPS. A data collection system was built to track Severe Injuries not reported by employers. A lean process improvement (LPI) project was conducted as a preliminary step to developing an activity tracking database for the CET division. A replacement for the Excel fatality logs was created to improve the fatality reporting process.</p> <p>Data Source(s): Internal measurement systems.</p>

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.
 - All staff using in-warranty computers in FY17
 - Monitors in conference rooms were upgraded.
3. Identify specialized IT training needs and internal and external resource options.
 - Training for OIS usage is on-going.
 - 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 to incorporate STEPS.
 - A new database was created to track cases of employers not reporting severe injuries to their employees.
 - Fatality tracking was improved, a new agency-wide process implemented, and manual logs replaced with new PDF reports.
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.
 - Management Information Systems Section (MISS) staff participated in the governor's data classification initiative (Executive Order 2016-24.)
 - All staff participate in regularly scheduled sessions of on-line security training.

6. Work on improving consistency in entering case file data.
 - A MISS analyst was hired with a focus to enhance standardization and quality control over the OIS data. The analyst has conducted research into the use of Strategic Plan, State Emphasis, and optional codes and has drafted for review a work flow process to improve consistency and regulate usage of the codes.
 - A new Agency-wide procedure was rolled out that standardized the collection and reporting of occupational fatality information.
7. Identify technologies that MIOSHA can utilize and make recommendations as to how they can be used to improve agency operations.

The MIOSHA CET division have been approved to use the AT&T Blue Jean Video Conferencing as a cheaper alternative to AT&T connect. This is the result of a successful pilot program.

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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.
 - An online survey was conducted to gather input regarding applications. The results were shared with directors and triggered additional research.
 - 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 six different GovDelivery ListServes with over 52,000 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.
 - Included requirements during the lean process improvement (LPI) project that the new CET activity tracking system maximize its electronic communication with employers.
 - MISS staff aided CET, enhancing their electronic hazard survey report that is provided to employers.
3. Increase MIOSHA followers on Facebook, Twitter, and YouTube.
 - In FY 17, MIOSHA increased followers on Facebook from 1,733 to 1,921.
 - In FY 17, MIOSHA increased followers on Twitter by from 1,044 to 1,266.
 - In FY 17, MIOSHA increased subscribers on YouTube from 150 to 164.
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.
 - MIOSHA is reaching out to outside groups, gathering feedback prior to the creation of its next 5 year Strategic Plan.
5. Expand promotion of our emerging social media with the public and outside agencies.
 - A YouTube account was started and agency staff are actively seeking source data on best practices for inclusion to our channel.
 - 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 2017. For FY 2017, 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 13th TASD. This year we had 94 participants. Participants indicated that they heard about TASD from their association/organization (4), an email notice (9), our hard copy TASD flyer (39), MIOSHA Staff (26), the MIOSHA website (16). 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.
 - Internal staff input: Administered IAMS survey to all MIOSHA staff. Developed MIOSHA Action Plan in response to the FY 15 IAMS survey results. Continued efforts in FY 2017 to improve customer service:
 - Administered the fourth TASD survey of 94 participants. Respondents provided comments/ideas on enhancing TASD marketing efforts.
 - All MIOSHA staff to attend the Civil Service training programs on Emotional Intelligence and Valuing Differences.
 - Developed module for new employee orientation on the Connecting MIOSHA to Industry initiative. The module will be used starting in FY 2018.
 - Require all MIOSHA employees to attend Civil Service training program on Emotional Intelligence.

3. Evaluate and coordinate MIOSHA staff training and educational resources that support and foster 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 could be demonstrated.

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. A new workgroup was created 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 2017 (Year 4 of 5-year MIOSHA Strategic Plan for FY 2014-2018)**

<u>Strategic Plan Emphasis</u>	<u>Year 5 Goal</u>	<u>Year 4 Achievement</u>	<u>Met Goal(s)</u>
1.1A-1 Beverage & Tobacco Product Mfg.	15% Decrease*	70.0% decrease	yes
1.1A-2 Primary Metals	15% Decrease *	55.9% decrease	yes
1.1A-3 Fabricated Metal Product Mfg.	15% Decrease *	25.0% decrease	yes
1.1A-4 Machinery Mfg.	15% Decrease *	13.0% decrease	no
1.1A-5 Transportation Equipment Mfg.	15% Decrease *	21.4% decrease	yes
1.1A-6 Support Activities for Transportation	15% Decrease *	21.4% increase	no
1.1A-7 Warehousing and Storage	15% Decrease*	36.8% decrease	yes
1.1A-8 Hospitals	15% Decrease *	12.0% decrease	no
1.1A-9 Nursing and Residential Care Facilities	15% Decrease *	28.1% decrease	yes
1.1A-10 Accommodations	15% Decrease *	23.4% decrease	yes
1.1A-11 Wood Products Manufacturing**	15% Decrease *	29.0% decrease	yes
1.2 Manufacturing (31-33) – TRC Rate/Fatalities	15% Decrease	22.4% decrease/ 20% increase	yes/no
1.3A Construction Fatalities	10% Decrease	61.9% increase	no
1.3B Construction Injuries & Illnesses (DART)	5% Decrease	24.2% 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	13% decrease	no
2.3 Participation in Cooperative Programs	Nine Program Goals	Met 6 of 9	6 yes/3 no
2.4 Communicate benefits of Workplace Safety	DART/TRC decrease	20.0%/17.0% 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	99.26% Achieved	yes
3.2B Non-Contested Cases Having Abatement	95% Occurrence	91.4%	no
3.2C Respond to FOIA Requests Within 5 days	95%	94.0%	no
3.2D Standard Promulgation	100% Fed/ 80% MI	0%/65%	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.

**Industry added to SP starting FY 17.

**SECTION 3 – CONSULTATION, EDUCATION AND TRAINING (CET) GRANTS FOR
FY 2017**

Links with Strategic Plan Emphasis

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

SECTION 4 - MIOSHA STATE INTERNAL EVALUATION PLAN (SIEP) FOR FY 2017

Activity/Program Component Evaluated:

MIOSHA conducted an audit for fiscal year 2017 on the effectiveness of the enforcement divisions' variance procedures to determine if we are complying with Section 27 of Act 154 and Part 12 Variances.

The audit included review of the requirements for Act 154, Section 27 and Part 12 Variances, along with the review of the enforcement divisions' intake processing (granting/denials), recordkeeping, and notification of granted variances in the MIOSHA News.

Findings:

The General Industry Safety and Health Division and the Construction Safety and Health Division each have written internal variance procedures and variance requirements in place. Written division procedures indicate the following information is contained in a request for a variance and is also verified upon receipt:

- The name and address of the firm, the name and title of the person filing the application and the address of the place of employment involved.
- A specification of the rule(s) of the standard from which a variance is desired.
- Certification of whether a variance has been requested from the U.S. Department of Labor on the same set of facts. If so, was the variance granted, denied, or pending?
- A description of the conditions, practices, means, methods, operations, and processes used or proposed to be used.
- How the conditions, practices, means, methods, operations, and processes used or proposed to be used would provide employment to employees which is as safe and healthful as those required by the rule(s) of the standard from which a variance is desired.
- A statement that the employer has informed the employees of the application for a variance, by giving a copy thereof to their authorized representative, if any, and posting the application or a summary of the application at the area in which the affected employees work. If a summary is posted, the summary shall specify where the complete application may be examined.
- Language which informs the employees of their right to appeal the application for a variance and petition the Department for a hearing, within 15 days of the filing of the application.

Written division procedures also indicate if pertinent information is missing, a letter requesting additional information necessary to process the variance application is mailed to the applicant. A file is created for each request and correspondence sent to and received from the company is placed in the file. A letter granting or denying the request for a variance is mailed to the company. Variances are added to the MIOSHA website on the variance webpage once they are granted. Each division maintains requests for variances in an Excel Spreadsheet that is maintained on the S-drive in their respective folders. A log is maintained for each calendar year.

In GISHD, the departmental analyst has been responsible for processing and monitoring variances for approximately nine (9) years. The requests are forwarded to a departmental manager for a determination to be made. When a determination is made to grant or deny a request, the variance log is updated. The division's written variance procedures need to be updated to reflect changes in personnel and department names. The variance log indicates three (3) applications for variances have been received, one (1) in 2015 and two (2) in 2016 in which a determination has not been made.

In CSHD, the departmental manager has been responsible for reviewing requests for variances for approximately three (3) years. The variances are reviewed to ensure all of the requested information is included in the request. The variance logs maintained on the S-drive for 2016 and 2017, when printed, indicate they are the 2015 Variance Logs. In 2016, three companies are listed under the same variance number on the log. Information is omitted in some of the columns on the log: Date Approved by Division, Variance Issued Date, Date Published in Safety News, Comments/Status/Appeals, and the Close Date for three of the requests.

Requested, granted, and revoked variances were published in the MIOSHA News from the spring/summer 1999 through the summer 2007. In the Fall 2007, requests for variances and variances granted were published in the MIOSHA News via a link to the MIOSHA website at: www.michigan.gov/mioshavariations. In the Fall 2014 edition of the MIOSHA News, a redirects section was featured in the MIOSHA News that included a hyperlink to the variances webpage.

The MIOSHA website has a variance webpage which includes links for requested, granted, and revoked variances. Variances prior to January 2016 are available by checking the Archived Variance Information page, or past issues of the MIOSHA News.

In December 2011, MIOSHA began distributing a monthly electronic newsletter, the MIOSHA eNews. The MIOSHA eNews contains a section called Quick Links which contains a hyperlink to the MIOSHA website variance webpage. In January 2013, a Variance section was also created in the MIOSHA eNews that contains a hyperlink to the MIOSHA website variance webpage. Posting variances in the monthly MIOSHA eNews allows for more timely notification of granted variances than posting variances in the quarterly MIOSHA News.

Recommendations of Activity/Program Evaluation:

- Update the GISHD written procedures with the procedures currently in use.
- Ensure timely determinations for variance requests to GISHD. Make determinations on the three (3) currently on the log from 2015 and 2016.
- Ensure granted variances are published in the MIOSHA News, in addition to the MIOSHA eNews.
- Update the 2016 and 2017 CSHD variance logs.

SECTION 5 – PROGRAM ACCOMPLISHMENTS FOR FY 2017

Major Program Accomplishments

Consultation and Education Training Grants

In 2017, 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, some of which include: crane rigging and signaling; silica safety; masonry; confined space entry; ergonomics; tree trimming and chainsaw safety; workplace violence prevention; emergency action plans; hazard communication; lockout/tagout; machine guarding; noise exposure; electrical hazard awareness; personal protective equipment; aerial lift rescue; emergency evacuation; safety and health management system; hazard communication; youth safety; and powered industrial trucks.

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 2017, 128 were offered across the state. Also in FY 2017, CET:

- Continued to provide MTI outreach through printed seminar brochures. Printed and mailed 37,500 seminar brochures to high hazard industries twice in FY 2017.
- Continued to conduct MTI outreach while participating at expositions, meetings and conferences. Provided MTI seminar brochures at 27 events in FY 2017.
- Continued to promote the MTI Scholarship Program to increase MTI attendance when funding is available. In 2017, a total of \$38,730 was paid out for 592 scholarships.
- Routinely communicated with MIOSHA stakeholders through listserv, MIOSHA eNews, Facebook and Twitter announcements to keep them aware of the MTI offerings. In 2017, there were 112 MTI emails.
- Two Level 2 boot camps were held in FY 2017. Based on positive attendee feedback, will continue to offer Level 2 boot camps in FY 2018.

- MIOSHA Training Institute (MTI) 10-Year Anniversary – On August 22, 2017, a decade of unprecedented success of the state’s workplace safety and health training program was celebrated at an appreciation ceremony recognizing the 29 co-sponsors of the program that help make it possible. Since its inception, more than 25,000 participants have been trained. 1,059 MTI students have earned Level One certificates for General Industry and Construction; approximately 300 students have earned Level Two certificates; and 70 students have earned Occupational Health certificates.
- MIOSHA and Oakland University Form Alliance – On September 21, 2017, MIOSHA and Oakland University formed a new alliance establishing the MTI to Bachelor of Science in Environmental Health and Safety (EHS) Degree Program. The new program is available to those who have a valid Level Two Safety and Health Management Systems certificate. These individuals will be granted up to 11 credits through a course competency by examination process to satisfy part of the minimum course requirements towards the EHS Bachelor of Science Degree.
- To date, training has been provided to more than 25,098 individuals and certificates have been issued to over 1,443 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. Attendance for the six events was 338 people.

Take a Stand Day

On August 9, 2017, the 13th annual “Take a Stand Day” was held. “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 its professional staff to visit Michigan high-hazard industries targeted by the MIOSHA Strategic Plan. A total of 94 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

Blight Removal Involving Asbestos, Lead and Cadmium SEP

On September 1, 2016, MIOSHA launched the year-long state emphasis program to inspect employers working in blighted areas receiving funding from the Hardest Hit Fund. During the year-long program, MIOSHA conducted 30 inspections: 15 in Wayne County, five in Genesee County, three in Kalamazoo County, two in Calhoun County, four in Saginaw County, and one in Ingham County. MIOSHA issued citations to 43 percent of the employers who were inspected under the program. Most of the inspections took place during removal of asbestos from structures before they were demolished. MIOSHA inspected seventeen different employers; some employers more than once. MIOSHA issued citations for 62 violations of the rules, including seven violations of the Michigan Asbestos Abatement Contractor Licensing Act and one violation of the Michigan Asbestos Workers Accreditation Act. Most of the citations were issued for lack of asbestos medical examinations and consultations. Seventy-one percent of the violations were categorized as serious. Initial penalties equaled \$67,600.00. Staff distributed the MIOSHA Asbestos Program's brochure "Asbestos & Demolition/Renovation, MIOSHA Requirements" during the inspections.

Temporary Workers Initiative

MIOSHA's new strategic plan covering FY 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 2017, two successful Temporary Worker Initiative Symposiums were held with more than 132 attendees.

Agriculture Outreach

The CET Ag Outreach Workgroup continued to meet throughout FY 2017. Workgroup members participated in the December Great Lakes Fruit, Vegetable and Farm Market Expo at the DeVos Center in Grand Rapids. The workgroup is preparing a program for minors in agriculture.

A CET mini-grant was awarded to Emergency Services Rescue Training to provide onsite and classroom training for agricultural incidents. 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.

Silica Outreach

In December, a two-year silica initiative outreach plan was launched. A new silica page was added to the website which includes relevant standards and resources, a “Respirable Crystalline Silica” PowerPoint and a Sample Written Exposure Control Plan. A new silica title was purchased for the video library.

Part 62 Plastic Molding Outreach

In preparation for the January 1, 2017 effective date of the General Industry standard Part. 62 Plastic Molding, two mailings went out to 1,148 companies in NAICS 326 (Plastics and Rubber Products Manufacturing) offering CET services. Eight informational sessions were held around the state for 347 participants. In April, “Could This Change Affect You? – Part 62. Plastic Molding” was presented at the Michigan Safety Conference. Due to upcoming changes in the General Industry Walking, Working Surfaces standards, implementation of the lock out, tag out changes will be implemented in 2018.

Fall Prevention SEP

On February 21, 2017, MIOSHA established a fall prevention SEP to prevent fatalities from falls in the workplace. Falls are a leading cause of workplace fatalities in Michigan. In 2016, nearly half of the work-related fatalities in the state —21 of the 43 deaths—were caused by falls. The highest number, ten of the 21 deaths, were among specialty trade construction contractors (NAICS 238), and the most affected occupations were roofers, carpenters, and general laborers. Six of the 21 deaths occurred among tree trimmers (NAICS 561730, Landscaping Services). This SEP covers all industries, but focuses on construction work and landscaping services where fall fatalities were the most prevalent in 2016.

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 five active partnerships in FY 2017; two of which were newly signed:

- Westwind Construction – On February 9, 2017, MIOSHA entered into a partnership with Westwind Construction at Trailside45, a new multi-family apartment community under construction in Traverse City, Michigan. The property incorporates 1.7 acres of long-time vacant land in the heart of Traverse City and will provide 74 residential units.

Construction began in November of 2016 and is expected to be completed in the spring of 2018.

- Skanska Closner – On December 15, 2016, MIOSHA entered into a partnership with Skanska Closner at the construction site of a new hospital and medical office building in Marquette, Michigan. The new facility will replace the current facility with a 265-bed, 542,817 square-foot building. The project will also include a more than 97,000 square-foot adjoining medical office building and parking structure. Construction began in June of 2016, and is expected to be completed in October of 2018.
- Pioneer Construction Company – On August 30, 2016, MIOSHA entered into a partnership with Pioneer Construction Company at the Diamond Place project in Grand Rapids. Diamond Place is a residential and commercial project consisting of 165 apartments, commercial retail spaces, and a parking deck. The overall project construction budget is \$30.0M. The project started on September 1, 2016, and will last about 19 months.
- Granger Construction Company - On June 7, 2016, MIOSHA entered into their second partnership with Granger Construction Company at the 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. The project is expected to be completed in December 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.

Partnerships Completed in FY 2017

- Lakewood Construction – The Calendonia High School South Campus Building in Caledonia, Michigan was completed in October of 2017.
- Wolverine Building Group – The Skyvue Project in Lansing, Michigan was completed in September of 2017.
- Barton Malow Construction Services – The Holland Energy Park project in Holland, Michigan was completed in July of 2017.
- Walsh Construction – The project at the existing wastewater treatment plant in Ann Arbor was completed in July of 2017.

- O'Brien Edwards-Brinkman Joint Venture – The project at the Orleans Landing – Rivertown was completed in June 2017.
- Walbridge Construction – The project at Michigan State University in East Lansing was completed in August 2017.

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.

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 (MCC)
- Manufacturing Technology Mutual Insurance Company (MTMIC)
- Michigan Assisted Living Association (MALA)
- Michigan Green Industry Association (MGIA)
- Michigan Laborers Training & Apprenticeship Institute (MLTAI)
- Oakland University
- 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 December 14, 2016, the General Industry Safety and Health Division issued citations with penalties totaling \$262,600 to Bosal Industries Georgia, Inc. The penalty is a result of a complaint inspection with 8 serious, 6 repeat serious, 3 other-than-serious and 2 repeat other-than-serious violations.
2. On March 21, 2017, the General Industry Safety and Health Division issued citations with penalties totaling \$137,600 to Neapco Drivelines, LLC. The penalty is a result of

three inspections (two complaints and one reinspection) with a total of in 13 serious, 7 repeat serious, 9 other-than-serious and 6 repeat other-than-serious violations.

3. On April 27, 2017, the General Industry Safety and Health Division issued citations with penalties totaling \$222,000 to Sunset Tree Service. The penalty is a result of two follow-up inspections with a total of six failure-to-abate citations and six willful-serious violations. A cease operations order was also issued.
4. On May 17, 2017, the General Industry Safety and Health Division issued citations with penalties totaling \$116,000 to Brass Aluminum Forging Enterprises, LLC. The penalty is a result of two inspections (a complaint and companion inspection) with a total of eight serious, four repeat-serious, and five other-than-serious violations.
5. On June 8, 2017, the General Industry Safety and Health Division issued citations with penalties totaling \$263,000 to AJM Packaging Corp. The penalty is a result of three inspections (two employer-reported referrals and one complaint) with a total of two serious, one repeat-serious, four willful-serious, and four other-than-serious violations. The complaint inspection qualifies for the MIOSHA Severe Violator Enforcement Program due to one willful violation and one repeat violation based on high-gravity serious violations related to amputation hazards.
6. On June 28, 2017, the General Industry Safety and Health Division issued citations with penalties totaling \$118,500 to Walbro, LLC. The penalty is a result of an inspection with eight serious, three repeat-serious and six other-than-serious violations.
7. On September 12, 2017, the General Industry Safety and Health Division issued citations with penalties totaling \$109,600 to SET Enterprises, Inc. The penalty is a result of two inspections (a complaint and a reinspection) with six serious, three repeat-serious, and two other-than-serious violations.

Michigan Industrial Ventilation Conference

The 66th Annual Industrial Ventilation Conference was held on February 8 through 17, 2017. 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 25 additional instructors to make sure the conference was a great learning experience for the students. This year's conference had 95 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 2017, MIOSHA used the website to provide timely access to information supporting our strategic goals including:

- Updated the [CET Grant Page](#) for FY2017
- Added two new PowerPoints handouts to the website on Health Hazards in the Nail Salon Industry. ([English](#) and [Vietnamese](#))
- Added MIOSHA Fatality Hazard Alert: [Tree Trimming](#)
- Added a new General Industry Fact Sheet, “[Electroplating – Automated Hoist/Transfer System](#)”
- Added the new [Fall Prevention Campaign](#), “Stop Falls. Save Lives.” webpage and materials to the website. Created a new redirect.
- Added a new [silica PowerPoint](#) program to the website.
- Added a new [Sample Written Silica Exposure Control Plan](#) to the website.
- Added the 2017 [Take a Stand Day flyer](#) to the website.
- Added a [new silica topic page](#) the website.
- Revised the [CET RCA webpage](#).
- Added the [Comcast Newsmakers Interview with MIOSHA Director](#) to the homepage.
- Added a new Construction Fact Sheet, “[Crystalline Silica Exposure for Construction and General Industry](#)”
- Added a link to the [Archived Fatalities](#) to the Recordkeeping page.
- Created a PDF of pictures from the [MTI Co-sponsor Meeting](#).
- Added a new brochure to the website, [Safety and Health Programs](#) (CET-0107)

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; Reevaluation Approval: April 4, 2017

MVPPC Rising Star Company

- Walbridge Ford Dearborn Campus, Dearborn – Rising Star Award: June 12, 2017

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
- Arconic, 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 December 23, 2014

- DTE Energy, River Rouge Power Plant, River Rouge – Rising Star Award: October 16, 2009; Star Award: February 29, 2012; Reevaluation Approval: July 28, 2016
- SUEZ, 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
- 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; Reevaluation Approval: December 20, 2016
- Herman Miller, Inc. Hickory Facility, Spring Lake – Star Award: January 20, 2012; Reevaluation Approval: September 1, 2016
- Albemarle Corporation – Rising Star Award: April 20, 2012; Star Award November 21, 2014
- Marathon TT&R, North Muskegon Terminal – Star Award: July 11, 2016
- Eaton Aerospace, LLC, Grand Rapids – Star Award: June 12, 2017.

Michigan Voluntary Protection Programs (MVPP) Rising Star Company

- Cintas Cleanroom Resources – Location K15, Westland – Rising Star Award: April 4, 2017.

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
- Steel Industries, Plant 3, Heat Treating Complex, Redford Township – Award Date: June 11, 2010; Recertification: June 9, 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, Recertification: January 3, 2017
- 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), Lenox – Award Date: February 20, 2015; Recertification: August 22, 2017
- Astech Inc., Vassar– Award Date: May 18, 2015
- NuCon Corp., Livonia – Award Date: February 4, 2015; Recertification: June 2, 2017
- 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

Royalton Manor
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

May 2017
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 2017

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 of MIOSHA News were circulated this fiscal year to more than 20,195 online subscribers. All past issues of the MIOSHA News are available on our website at www.michigan.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 20,195 subscribers.

MIOSHA also reaches an additional 16,230 customers regarding Consultation Education and Training (CET) Division events and the MIOSHA Training Institute (MTI). Since the start of FY 2017, MIOSHA's number of subscribers to the newsletters, events and MTI grew by more than 1,038.

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 Michigan Department of Licensing and Regulatory Affairs (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.michigan.gov/mioshanewsreleases.

In FY 2017, MIOSHA issued 26 press releases and/or media advisories:

- 9/27/17– Eaton Aerospace Receives MIOSHA's Highest Recognition Award for Workplace Safety and Health
- 9/21/17– MIOSHA and Oakland University Form Alliance to Foster Growth of Workplace Safety and Health Occupations
- 9/20/17 – Court Orders Bay City Landscaper to Stop Operations following MIOSHA Order
- 8/22/17– MIOSHA Training Institute Celebrates 10th Anniversary
- 8/17/17 – Cintas Cleanroom Resources in Westland Awarded Rising Star Award for Workplace Safety and Health
- 8/4/17 – NuCon Corporation in Livonia Again Recognized by MIOSHA for Excellence in Workplace Safety and Health
- 7/26/17 – Holly Construction Again Recognized as "Best of the Best" in Workplace Safety and Health

- 6/22/17– AJM Packaging Corporation in Taylor Fined \$263,000 by MIOSHA for Amputation Hazards
- 6/15/17– MIOSHA Presents Its Prestigious Gold Award to Royalton Manor Skilled Nursing Center in St. Joseph, MI
- 5/16/17– Worker Safety Event at New Little Caesars Arena Highlights Fall Prevention
- 5/16/17 – Stand-Down Event Focuses on Fall Prevention and Worker Safety at Little Caesars World Headquarters Campus Expansion in Detroit
- 5/12/17 – Michigan Workers and Employers Stand-Down with MIOSHA to Prevent Falls in Construction
- 5/1/17– MIOSHA Issues Cease Operations Order Against Bay City Landscaping Company
- 5/1/17– Gov. Snyder Proclaims May Workplace Falls Awareness Month
- 4/4/17– New Skilled Trades Law Streamlines Licensing, Protects Consumers
- 4/4/17 – MIOSHA Talks Worker Safety with Employers and Workers Over Coffee
- 3/2/17– AGC of Michigan and MIOSHA Continue Alliance to Protect Workers
- 2/9/17– Westwind Construction, TraverseCONNECT and MIOSHA Partner to Safeguard Workers on Traverse City Multi-Family Residential Project
- 2/3/17–Two Michigan Companies Again Recognized by MIOSHA for Outstanding Workplace Safety and Health
- 12/21/16 – Ypsilanti Manufacturer Cited for MIOSHA Violations Totaling \$265,600 in Proposed Penalties
- 12/15/16 – Skanska Closner and MIOSHA Partner to Protect Workers During Construction of New Marquette Hospital
- 12/14/16 – MIOSHA and Skanska Closner Invite Media to Marquette Hospital Partnership Signing
- 11/23/16 – Herman Miller Receives Renewed 'Star' Workplace Safety and Health Status
- 10/27/16 – MIOSHA Urges Safety to Prevent Tree Trimming Fatalities
- 10/20/16 –Two Northern Michigan Companies Again Recognized; for Exemplary Workplace Safety
- 10/11/17– Nonprofits Receive \$865,000 in MIOSHA Grants for Worker Protection

Outreach

MIOSHA conducted 2,609 employer and employee safety and health consultations, which included the promotion of MIOSHA CET Division services on and off-site field consultations and follow-ups.

As part of the “Connecting MIOSHA to Industry” initiative, the Agency held six “Coffee with MIOSHA” events in FY 2017 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. “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 FY2017. 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. Sixty-seven people attended the October 2016 event in Midland and 65 attended the May 2017 event in Troy.

MIOSHA launched a comprehensive public service campaign **Stop Falls. Save Lives**, and website: www.michigan.gov/stopfalls to help prevent fall-related injuries and fatalities in the workplace. Michigan's Gov. Rick Snyder declared May as Workplace Falls Awareness Month; and MIOSHA, along with the Christman Construction Company hosted a *Stand Down for Fall Prevention* event at the site of the Little Caesars World Headquarters Campus Expansion in Detroit as part of the National Safety Stand-Down to Prevent Falls in Construction week, May 8-12, 2017.

MTI celebrated its 10th anniversary in August with an event recognizing the 29 co-sponsors of the program; including 14 who have been with MTI all 10 years. To date, more than 24,000 people have participated in MTI training, with nearly 1,059 earning level one certificates for general industry and construction, and approximately 276 earning level two certificates for management systems and compliance. Additionally, 70 occupational health certificates have been awarded. MIOSHA provides scholarships to those interested in attending the MTI to help with the cost of tuition. More than \$310,000 for 5,210 scholarships have been awarded to MTI students. Classes are taught entirely by MIOSHA CET Division consultants.

MIOSHA and Oakland University formed a first-of-its kind alliance establishing the *MIOSHA Training Institute (MTI) to Bachelor of Science in Environmental Health and Safety Degree Program*. The new program is available to those who have a MTI Level 2 Safety and Health Management Systems (SHMS) certificate. These individuals will be granted 11 Environmental Health and Safety (EHS) credits through a course competency by examination process to satisfy part of the minimum course requirements toward the EHS Bachelor of Science degree. The alliance will enhance the ever-changing field and technological advancements of environmental health and safety and gives those employed in the field an opportunity to work toward degree completion while learning the latest practices and procedures.

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