Supervisor’s Role in Safety and Health

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

Level One MTI Course

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

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

What is a “Supervisor”? 

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

Break into groups. Answer the following questions.

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

Operational Duties and Responsibilities

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

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

What Takes Away from Safety and Health Effort?

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

The seven main elements include:

- Management Leadership
- Worker Participation
- Hazard Identification and Assessment
- Hazard Prevention and Control
- Education and Training
- Program Evaluation and Improvement
- Communication and Coordination For Host Employers, Contractors and Staffing Agencies

Supervisor is the pivot point of the system.

Management Leadership

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

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

Management Leadership

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

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

Worker Participation

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

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

Hazard Identification and Assessment

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

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

Program Evaluation

Once a safety and health program is established, it should be evaluated initially to verify that it is being implemented as intended. After that, employers should periodically, and at least annually, step back and assess what is working and what is not, and whether the program is on track to achieve its goals.
Communication and Coordination For Host Employer, Contractors and Staffing Agencies

Staffing agencies and the host employer to communicate and coordinate to provide and maintain a safe work environment for their workers.

Education and Training

Supervisors are often responsible for these types of training:

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

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

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

Group Activity: Training Hand out
Standards that have Training Specified

<table>
<thead>
<tr>
<th>Group</th>
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<th>Group</th>
<th>Standard</th>
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<tr>
<td>1</td>
<td>CS Part 32</td>
<td>4</td>
<td>SI Part 21</td>
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<td>SI Part 85</td>
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<tr>
<td>3</td>
<td>SI Part 17</td>
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</tbody>
</table>

1. Report out:
   A) What standard?
   B) What are the training requirements?
   C) How can this training be accomplished?
Lost Youth Video

Warning: This video has moderately graphic depictions of accidents.

Discussion

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

Self Inspections

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

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

Self Inspection Resources

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

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

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

Supervisors’ responsibilities include:

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

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

Parts 92/430/42 Hazard Communication

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

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

CS Part 6 and GI Part 633/433. Personal Protective Equipment

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

Key Components include:

• Selection of respirators
• Written program
• Medical evaluations
• Fit testing
• Procedures for proper use and maintenance
• Employee training
• Program evaluation

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

• Part 451 applies to GI and Construction

Part 451. Respiratory Protection

Supervisor’s Role:

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

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

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

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

Supervisor’s Role is to be knowledgeable about the confined spaces related to:
- Evaluating to determine PRCS.
- Knowing the written PRCS program
- Ensuring danger signs are posted.
- Taking measures to prevent entry.
- Following host employer PRCS procedure.
- Communicating requirements to outside contractors.
CS Part 1. General Rules

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

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

Accident Prevention Program

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

When GI employees are performing construction activities, they should have an APP available as well.
Group Activity: PRCS

Supervisor finds out in the morning manager’s meeting that a meter is being replaced in a meter pit that is in her work area. A new meter bracket will be welded in place. The welder will climb down the ladder into the pit.

Your task as supervisor:
1) Determine if this is a confined space?
2) If yes, is it a permit required confined space?
3) Discuss what the supervisor should be doing about all of this to ensure safety.
MIOSHA Act 154 - P.A. 1974, Section (1011) - General Duty Clause

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

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

Secretary of Labor v Sammson Construction, Inc.

- Florida contractor received a willful violation because a Supervisor failed to mitigate hazards that employees were exposed to.
- Previously Supervisor malfeasance would not have been considered employer willfulness, but since underlings were exposed, the Supervisor’s experience was enough to prove willful.
Activity: Inspect the Workplace and Identify the Programs

1. As a group, let’s look at the following three pictures.
2. Identify as many hazards as you can and identify the appropriate MIOSHA written program if one applies.

Inspection: General Industry
Inspection: General Industry

Inspection: General Industry
Inspection: General Industry

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

Citations May Be Issued To:

- The Exposing Employer
  The employer of the employees exposed to hazard.
- The Creating Employer
  The employer actually creates the hazard.
Multi-Employer Worksite

Citations May Be Issued To:

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

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

Example of Multi-Employer Worksite

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

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

• All four contractors and FACILITY are subject for a MIOSHA citation.
• HVAC – Created hazard.
• Electrical and Plumbing contractor employees were exposed to hazard.
• Facility – Controlled site and allowed the condition.

All could also be Exposed.

Module 4 - Accident Investigation
Cost of Accidents

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

Economic Costs

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

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

- Potential exposure to OSHA fines, citations.
- Liability and Lawsuits
What are the human costs of an accident?

• Physical, emotional, psychological effect on injured employee.

• Effects on you, fellow workers, injured employee family members.

Purpose of Accident Investigation

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

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

Timing

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

The Immediate Supervisor of the injured employee knows the:

- area
- personnel
- assignment
- routine

Techniques

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

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

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

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

Corrective Actions

Determine method of prevention:

- Engineer the hazard out.
- Employ administrative controls.
- Use Personal Protective Equipment as your last line of defense.
- Employ basic E’s of safety
  (Engineer, educate, enforce, execute).
Module 5 - Common Workplace Hazards

Top 10 Serious MIOSHA General Industry Safety Violations
FY 2017

629 Citations
$1,852,410
$2,945 average per citation
#10 – General Provisions
Part 1

408.10034. Machine guards and devices.

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

Serious violations: 39
Penalties: $146,100

#9 - Personal Protective Equipment
Part 33

408.13312 Use of eye and face protection.

- Rule 3312. (1) An employer shall ensure that each affected employee uses appropriate eye or face protection, when exposed to eye or face hazards from any of the following:
  - (a) Flying objects or particles.
  - (b) Harmful contacts.
  - (c) Exposures.
  - (d) Molten metal.
  - (e) Liquid chemicals.
  - (f) Acids or caustic liquids.
  - (g) Chemical fumes, gases or vapors.
  - (h) Glare.
  - (i) Injurious radiation.
  - (j) Electrical flash.
  - (k) A combination of these hazards.

Serious violations: 45
Penalties: $77,450
#8– Powered Industrial Trucks
Part 21
408.12154 (1)-Permits

- **Rule 2154.** (1) An employer shall provide the employee with a permit to operate a powered industrial truck only after meeting the requirements prescribed in R 408.12151, R 408.12152, and R 408.12153. A permit is optional for operators of motorized hand low lift trucks.

Serious violations: 48
Penalties: $58,920

#7– Guards for Power Transmission
Part 7
408.10731. Gears, sprockets, and chain drives.

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

Serious violations: 49
Penalties: $88,000
#6 – Hazard Communication
Part 92 (29 CFR 1910.1200)

1910.1200(e) Written hazard communication program.

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

Serious violations: 49  
Penalties: $65,140

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#5– General Provisions
Part 1

408.10034. Machine guards and devices.

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

Serious violations: 51  
Penalties: $215,950
#4 – Floor And Wall Openings, Stairways, and Skylights – Part 3

R 408.10213 Guards for open-sided floors, platforms and runways

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

*The new Part 2 – Walking working surfaces standard has a similarly worded rule 1910.28(b)(1)*

Serious violations: 67
Penalties: $115,500

#3 – The Control Of Hazardous Energy Sources - Part 85

1910.147(c) Training and Communication

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

Serious violations: 82
Penalties: $115,600
#2– Guards for Power Transmission – Part 7
408.10727 Belts

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

Serious violations: 88
Penalties: $119,500

#1 – The Control Of Hazardous Energy Sources - Part 85
1910.147(c) Training and Communication

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

Serious violations: 111
Penalties: $850,250
Top 10 Serious
MIOSHA Occupational Health
General Industry Violations
FY 2017

566 Citations
$524,175
$926 average per citation

#10 - Part 554 Bloodborne Infectious Diseases

325.7004(a) – Written exposure control plan
If an employee is determined to be in “category A,” then an employer shall establish a written exposure control plan to minimize or eliminate employee exposure.

Serious violations: 17
Penalties: $10,500
#9 - Part 554 Bloodborne Infectious Diseases

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

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

Serious violations: 18
Penalties: $30,125

#8 - Part 451 Respiratory Protection

1910.134(c)(2) Where respirator use is not required:
• Determine that respirator use will not create a hazard.
• Provide the respirator users with the information contained in Appendix D
• Establish and implement written respiratory protection program elements*:
  • Medical Evaluation
  • Respirator cleaned, stored and maintained so that its use does not present a health hazard to the user.
*Exception: No written respiratory protection program required if only voluntary use of filtering face pieces (dust masks).

Serious violations: 22
Penalties: $16,000
#7 - Part 380 Occupational Noise Exposure

R 325.60107(1) - Hearing conservation program
The employer shall administer a continuing, effective hearing conservation program...when employee noise exposures equal or exceed the action level.

Serious violations: 22
Penalties: $77,600

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

#6 - Part 433 Personal Protective Equipment

325.60005 Hazard Assessment
(4) An employer shall verify, that the required workplace hazard assessment has been performed through a written certification which identifies all of the following information:
(a) The workplace evaluated.
(b) The person certifying that the evaluation has been performed.
(c) The date or dates of the personal protective hazard assessment.
(d) The document is a certification of hazard assessment.

Serious violations: 23
Penalties: $3,100
#5 - Part 433 Personal Protective Equipment

325.60008(1) – Use of eye and face protection
An employer shall ensure that each affected employee uses appropriate eye or face protection when exposed to eye or face hazards from any of the following:
• Flying particles
• Molten metal
• Liquid chemicals
• Corrosive materials
• Air contaminants
• Radiation

Serious violations: 32
Penalties: $21,600

#4 - Part 451 Respiratory Protection
(29 CFR 1910.134)

1910.134(c)(1) – Written respiratory protection program
Where respirators are necessary to protect the health of the employee or whenever respirators are required by the employer, the employer shall establish and implement a written respiratory protection program.

Serious violations: 36
Penalties: $31,300
#3 - Part 430 Hazard Communication

(29 CFR 1910.1200)

1910.1200(h)(1) Employee information and training
Employers shall provide employees with effective information and training on hazardous chemicals in their work area at the time of their initial assignment, and whenever a new chemical hazard the employees have not previously been trained about is introduced into their work area.

Serious violations: 51
Penalties: $81,600

#2 - Part 472 Medical Services and First Aid

R 325.47201(3) Emergency Eye/Body flush stations
An employer shall ensure that suitable facilities for quick drenching or flushing of the eyes and body are provided within the work area for immediate emergency use when the eyes or body of any person may be exposed to injurious or corrosive materials.

Serious violations: 80
Penalties: $128,300
#1 - Part 430 Hazard Communication
(29 CFR 1910.1200)

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

Serious violations: 117
Penalties: $124,050

Construction - Top 10 Serious Health Violations
Part 602 Asbestos Standards for Construction

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<th>Standard Rules</th>
<th>Description</th>
<th># Serious</th>
<th>Proposed Penalties</th>
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<tr>
<td>1926.1101(f)(1)(i) Exposure assessments and air monitoring</td>
<td>42</td>
<td>$48,400</td>
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<tr>
<td>1926.1101(e)(1)   Establish regulated areas</td>
<td>40</td>
<td>$50,000</td>
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<td>1926.1101(g)(1)   Vacuum (with HEPA filters)</td>
<td>40</td>
<td>$29,500</td>
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<tr>
<td>1926.1101(k)(9)(i) Employee Information and training</td>
<td>37</td>
<td>$29,200</td>
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<td>1926.1101(e)(6)   Competent person</td>
<td>35</td>
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<td>1926.1101(i)(1)   Provide protective clothing</td>
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<td>1926.1101(k)(3)(i) Building survey before work</td>
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<td>(presence, location, quantity)</td>
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<td>1926.1101(k)(3)(i) Inform prior to performing work</td>
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Construction - Other Serious Health Violations
Part 603 Lead Exposure in Construction

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

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

Serious violations: 23
Penalties: $44,400

Construction - Other Serious Health Violations
Part 603 Lead Exposure in Construction (continued)

1926.62(d)(2)(v) Until the employer performs an employee exposure assessment...employer shall provide...interim protection:

- Respiratory protection
- Personal protective clothing and equipment
- Change areas
- Hand washing facilities
- Biological monitoring
- Training

Serious violations: 22
Penalties: $41,100
Top 10 Serious

MIOSHA Construction Safety Violations
FY 2017
595 Citations
$840,600
$1,413 average per citation

#10 - Part 45 Fall Protection

Rule 1926.501(b)(10) Roofing work on Low-slope roofs

...Each employee engaged in roofing activities on low-slope roofs, with unprotected sides and edges 6 feet or more above lower levels shall be protected from falling by:

OR a combination of warning line system and:

1. guardrail systems
2. safety net systems
3. personal fall arrest systems

1. guardrail system
2. safety net system
3. personal fall arrest system
4. safety monitoring system

Serious violations: 40
Penalties: $68,700
#9 - Part 17 Electrical Installations

Rule 1723(2) Unguarded Electrical Equipment
The employer shall insure that all live parts of electrical equipment operating at 50 volts or more are properly guarded against accidental contact.

Serious violations: 41
Penalties: $34,200

#8 - Part 45 Fall Protection

Rule 1926.501(b)(11)
Steep roofs
Each employee on a steep roof with unprotected sides and edges six feet or more above lower levels shall be protected from falling by:
1. guardrail systems with toeboards
2. safety net systems
3. personal fall arrest systems.

Serious violations: 42
Penalties: $51,400
#7 - Part 45 Fall Protection

Rule 1926.503(a)(1) Training Program
The employer shall provide a training program for each employee who might be exposed to fall hazards. The program shall enable each employee to recognize the hazards of falling and shall train each employee in the procedures to be followed in order to minimize these hazards.

Serious violations: 42
Penalties: $34,700

#6 - Part 12 Scaffolds and Scaffold Platforms

Rule 408.41213(1) Guardrails; Fall Arrest Devices
A guardrail shall be installed on any open side or end of a scaffold work platform that is ten feet or more above the floor or ground.

Serious violations: 51
Penalties: $72,300
**#5 – Part 6 Personal Protective Equipment**

**Rule 408.40624 (1) Use of Eye and Face Protection**
An employer shall ensure that each affected employee uses appropriate eye and face protection, when exposed to eye or face hazards or if risk of injury exists from any of the following:

(a) Flying objects or particles.
(b) Harmful contacts.
(c) Exposures.
(d) Molten metal.
(e) Liquid chemicals.
(f) Acids or caustic liquids.
(g) Chemical gases or vapors.
(h) Glare.
(i) Potentially injurious light radiation.
(j) Electrical flash.
(k) A combination of these hazards (a) to (j).

Serious violations: 57
Penalties: $31,500

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**#4 - Part 45 Fall Protection**

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

Serious violations: 59
Penalties: $80,300
#3 - Part 11 Fixed and Portable Ladders

Rule 408.41124(5) Portable Ladders

(5) When portable ladders are used for access to an upper landing surface, the ladder side rails shall extend not less than three feet above the upper landing surface to which the ladder is used to gain access…

Serious violations: 63
Penalties: $47,200

#2 - Part 6 Personal Protective Equipment

Rule 408.40622 (1) Use of Head Protection

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

Serious violations: 100
Penalties: $105,200
#1 Part 45 Fall Protection

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

Exception: When the employer can demonstrate that it is infeasible or creates a greater hazard to use these systems, the employer shall develop and implement a fall protection plan…

Serious violations: 100
Penalties: $315,100

Assessment

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

www.macomb.edu/webadvisor
  • Choose NonCredit/Continuing Education
    • Log In

What?
• Check individual courses – Proficient / Not Proficient
• Track courses taken through the MTI
• Request a transcript to show certification
• Manage account information

How?
• Select What’s My User ID?
• Key in the Last Name and SS# or Macomb ID
• Select Log In
• If you need help call 586-498-4106 or email mti@macomb.edu

Thank You For Attending This Presentation

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

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

MIOSHA Publications:

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

MIOSHA Standards:

CS Part 17. Electrical Installations
CS Part 32. Aerial Work Platforms
CS Part 45. Fall Protection
GI Part 21. Powered Industrial Trucks
GI Part 85. Control of Hazardous Energy Sources
Parts 42, 92, and 430. Hazard Communication
Michigan Department of Licensing and Regulatory Affairs
Michigan Occupational Safety and Health Administration
Consultation Education and Training Division
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