

ATOFINA Settlement

State Signs Settlement Agreement with Atofina Chemicals, Inc. with a Combined Total of \$6.2 Million in Penalties and Safety Enhancements

On May 1, 2002, Michigan Department of Consumer & Industry Services (CIS) Director Kathleen M. Wilbur announced a Settlement Agreement with ATOFINA Chemicals, Inc., and the Paper, Allied-Industrial, Chemical and Energy Workers (PACE) International and its Local No. 6-0591, with a combined total of \$6.2 million in penalties, safety enhancements, and the resolution of multiple violations. The settlement closes a seven-month investigation of a catastrophic explosion at the ATOFINA Riverview facility on July 14, 2001, that claimed the lives of three workers.

This settlement stems from a safety investigation under the Michigan Occupational Safety and Health Act (MIOSHA) of the ATOFINA accident. The settlement was signed by: ATOFINA, Chemicals, Inc.; the Paper, Allied-Industrial, Chemical & Energy Workers International Union and its Local No. 6-0591; and CIS. This is the second-largest monetary sanction ever levied in Michigan as a result of a MIOSHA investigation.

"This devastating explosion demanded the immediate action of a well-executed emergency

response plan," said Wilbur. "Unfortunately, lives were lost because management did not diligently prepare for the emergencies inherent when using dangerous chemicals. The good news is that this agreement has the potential to protect the future workers at all ATOFINA sites from such tragic consequences."

The Settlement Agreement agreed to by the company and the union includes a MIOSHA penalty of \$500,000 and abatement of all cited hazardous conditions. The agreement also includes the following key activities:

- Develop and implement programs to monitor, evaluate and improve the process safety management procedures and hazard analysis. \$800,000.

- Fund an enhanced emergency response training program. \$250,000.

- Evaluate process changes and implement 13 specified improvements to enhance the safety of the workplace and the community. \$2,375,000.

- Construct an employee safety training center, named after the deceased, the Cox, Stein, Wroblewski Center. \$250,000.

- Provide information regarding health, environment and safety issues at the facility at an open house for the community. \$10,000.

- Make donations to four local municipalities for the purpose of funding community emergency notification systems. \$200,000.

- Donate equipment to certain local schools/school districts to assist them in timely awareness of chemical and other emergencies. \$5,000.

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The seven-hour fire severely damaged the methyl mercaptan tank car (right) and a 90-ton liquid chlorine tank car (left). The intense heat also buckled the rail beneath the methyl mercaptan tank car.

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Consumer and Industry Services

From the Bureau Director's Desk

*By: Douglas R. Earle, Director
Bureau of Safety & Regulation*



Important Changes Impacting Workplace Safety & Health

I would like to direct your attention to recent important changes impacting workplace safety and health.

Atofina MIOSHA Settlement

The settlement agreement with ATOFINA Chemical Company is another unique MIOSHA resolution of a complex investigation. (See cover.) The agreement represents among other things, a company, a union, and MIOSHA attempting to look to the future to improve workplace safety and health following a tragic event. The settlement also acknowledges that mistakes were made that cost the lives of three workers and injured nine others. Nothing we do can bring back the workers who died that day in July; not the 5.7 million dollars that the company has committed to improving safety for the workers as well as the community; not the half million dollars in MIOSHA civil penalties. Nothing we do now will change that day. We can only hope that our efforts will avoid future workplace tragedies.

The ATOFINA settlement was the result of a comprehensive investigation by MIOSHA staff. The agreement also reflects elements of two earlier concurrent citation issuance settlement agreements with Ford Motor Company (Rouge explosion) and another with LOMAC (explosion) of Muskegon. Both have been previously reported in the MIOSHA News, Vol.3, No.1, Fall 1999, and Vol.5, No.2, Spring 2001, respectively.

New MIOSHA Fall Protection Requirements

Every year falls are among the top three causes of deaths in the construction industry. This summer MIOSHA revisions to Construction Safety Standard Part 26., Steel and Precast Erection, will go into effect. There are many significant changes which will increase workplace safety and save many lives of workers engaged in steel erection. For the most part, the MIOSHA standard tracks the federal OSHA new provisions in subpart R. (See page 4.)

Although there are many new fall protection provisions, one that will remain in effect in Michigan is the MIOSHA provision that permits workers engaged in "initial connection work" to ride the "headache ball," when it is the safest means of accessing the initial connection of structural steel members. This represents your State Plan at work, providing industry and labor with a "custom" safety alternative to the federal OSHA approach of not allowing the riding of the "headache ball" at any time during structural steel erection.

Unfortunately, as we have moved over the years to adopt essentially only federal OSHA standards under MIOSHA, we have significantly reduced our "customization" of MIOSHA requirements. While I recognize the convenience of uniform occupational safety and health standards requirements for all of America's workplaces, I believe the approach detracts from our ability to tailor safety and health provisions for working women and men in Michigan. This is especially true in the construction industry where the uniformity of occupational safety and health requirements clearly does not outweigh the benefits of "customization."

In my last column, Spring 2002, in the process of discussing the UAW/Ford/Visteon/MIOSHA partnership, I issued a challenge. I indicated that we need to recognize that in the world of regulation, "one size" doesn't fit all. Now add to that, the challenge of future standards development under MIOSHA. There is a need to allow our regulatory requirements to be flexible, relevant and sensitive to the needs of industry processes, as well as recognizing regional and other differences. State Plan States such as Michigan need to be encouraged to promulgate occupational safety and health standards that address the needs of future workers and not base our regulations on structures of the past.

Treating Each Other With Respect and Dignity

Martha Yoder, Chief, General Industry Safety Division, has authored an article titled "Protection from Assault: MIOSHA Compliance Officers Have A Difficult Job." (See page 8.) It disturbs me greatly that this ever becomes an issue. As the article notes, most employers treat government representatives with respect and dignity, as it should be. Indeed in recent years and especially following the shock of September 11th, many employers have raised their sensitivity levels concerning violence in the workplace, and have developed or improved their violence in the workplace programs. Based upon recent events, however, it also appears that some employers don't understand this concept at its most elementary level.

The article refers to section 35(10) of MIOSHA which specifically provides that it is a criminal offense to "...assault a department representative or other person charged with the enforcement of this Act in the performance of that person's legal duty to enforce this Act."

Initially, Act 154 of 1974 (MIOSHA) did not have section 35(10) among its provisions. It was added later after program experience, unfortunately, demonstrated that additional deterrents would be helpful. While all of Michigan's general criminal provisions would apply to any such assault, it was deemed important enough to prevent such conduct that the legislature added section 35(10) to the MIOSHA provisions.

Our staff are all trained to remain professional in the conduct of their duties. MIOSHA requires that we administer all provisions of the Act as well as any rules promulgated thereunder. When employers have questions concerning any aspect of the MIOSHA program, including questions about the manner in which staff are performing their duties, they should communicate those concerns in a clear, concise professional manner to the department representative who is present or most readily available. If the employer remains unsatisfied, then they should contact our offices at 517.322.1814, as soon as possible for resolution. Treating each other with respect and dignity is the proper course, and indeed only appropriate course of interaction.

Douglas R Earle

Congratulations West Michigan Air Care!

West Michigan Air Care Is the Nation's First Medical Transport Company to Receive Star Award

West Michigan Air Care has become one of only five facilities in the state to receive the prestigious Michigan Voluntary Protection Programs (MVPP) Star award for workplace safety and health excellence. Lt. Governor **Dick Posthumus** presented the Star flag to employees at a ceremony on May 20th at the Kalamazoo Air Zoo.

"It is an honor to present the MVPP Star flag to the employees and management of West Michigan Air Care," said Lt. Gov. Posthumus. "Your dedication to employee safety as you provide a vital medical service to the citizens of West Michigan has made this outstanding achievement possible."

MIOSHA established the MVPP program to recognize employers actively working toward achieving excellence in workplace safety and health. It was developed in 1996 to reward private and public sector worksites that develop and implement outstanding safety and health programs that go beyond MIOSHA standards.

"West Michigan Air Care faces the dual challenge of operating an air transport company with complex healthcare issues," said Lt. Gov. Posthumus. "Your outstanding record of no lost work days in the last three years is a testament that workplace safety is a core company value."

The MVPP Program enhances MIOSHA's tradition of working cooperatively and voluntarily with industry to reduce and eliminate workplace injuries and illnesses. Nationally, there are more than 830 Voluntary Protection Programs (VPP) worksites. West Michigan Air Care is the first medical transport company in the nation to receive this award.

"We at West Michigan Air Care are delighted to receive the MVPP Star award. It is a tremendous honor to be the first healthcare company in Michigan to receive this award," said **David T.**

Overton, MD, FACEP, Program Director. "The real credit goes to each and every one of our staff, who have adopted a culture of making patient safety and workplace safety their top priority every day."

CIS Deputy Director **Kalmin Smith** presented the MVPP Plaque to the company. "We applaud your outstanding safety and health achievement," said Smith. "You have created a work environment where every employee accepts responsibility for safety, every day."

West Michigan Air Care's Incidence Rates and Lost Work Day Rates are significantly below the national average for their industry and Standard Industrial Classification (SIC) code 4522, "Non-scheduled Air Transport." All employees are empowered to act on safety and health issues and are accountable for their performance. The company's decentralized management style puts substantial authority in employee's hands. The company has taken the extraordinary step of permitting any member of a flight crew to terminate a mission—a prerogative that is normally the pilot's alone.

Extensive self-inspection procedures are in place, including the routine performance of hazard surveys and audits. Prevention and control of aviation hazards is regulated by the Federal Aviation Administration (FAA). Aviation safety is the number one safety issue and receives the most attention and resources. Safety issues not related to aviation were well addressed by the company. Special personal protective equipment to protect employees from bloodborne infectious diseases and TB were properly utilized.

West Michigan Air Care achieved accreditation from the Commission on Accreditation of Medical Transport Services (CAMTS) in 1995. They continue to obtain recertification every three years through strict adherence to CAMTS standards; as well as on-site survey credentialing. CAMTS accreditation represents the "Gold Standard" in air medical transport, and demonstrates Air Care's commitment to providing patients with the highest quality air medical care.



Lt. Governor Dick Posthumus, Mike Bussing MVPP Liaison, WMAC; Dr. Kalmin Smith, CIS Deputy Director; Dr. Glenn Ekblad, FACEP, Medical Director, WMAC.

West Michigan Air Care is a leader in employee bloodborne pathogen protection. The Centers for Disease Control and Prevention recommends administration of an antiviral medication within one hour to medical personnel following a needlestick injury with a high probability of infection. Out of nearly 250 medical air transport services in the nation, they are the only known service to carry antivirals for their crew.

Based on interviews and observation, MIOSHA found that employee training, both in-flight and non-flight, has a very high priority. Training has been conducted annually for hazard communication, infection control, bloodborne infectious diseases control, tuberculosis control, injury prevention/back safety, fire prevention, stress management and hearing protection.

They also provide a training course on landing zone safety for law enforcement and other emergency response personnel to help ensure helicopter crew safety when making landings at locations without a permanent established landing zone. Only Air Care trained personnel can provide the ground communication to air crews at these temporary landing zones.

West Michigan Air Care is a premier full service critical care transport system. In March 1993, they became the first hospital-based consortium air medical program in the U.S. As a cooperative program of Borgess Medical Center and Bronson Methodist Hospital, they afford the region an excellent combination of tertiary care expertise by offering a national model for transport of critically ill/injured patients.

From its base in Kalamazoo, West Michigan Air Care's fully equipped helicopter is airborne and on its way within minutes of a request for service, delivering its critical care medical crew at an average speed of 175 miles per hour. With 29 employees, its safe, quick, efficient service is available 24/7. ■



West Michigan Air Care employees celebrate their Star status.

The New MIOSHA Steel Erection Standard

The New Standard Significantly Affects Steel Erection and Controlling Contractors—it Changes Almost Everything

By: Rick Mee, Chief
Construction Safety Division

Randy was a thirty-something ironworker who, like many of us, reported to work in the morning with the expectation of returning home that afternoon. His job that day was to install metal decking that would form the roof of the building he was working to complete. In most respects this day was not unlike other workdays when he labored in the pursuit of his construction trade.

He didn't go home that afternoon. He never made it home again. Randy became a statistic when he fell 26 feet from his work location in the structural steel framework on which he was installing metal decking. He died from the injuries caused by his fall.

Not About Randy

This scenario is not only about Randy. He was only one of many ironworkers who have fallen to their death while performing steel erection work. His was also one of many fatal falls that occurred without violating any fall protection provisions of the MIOSHA standards.

That's right! Randy was working 26 feet above ground installing metal decking and no method of fall protection was required to protect him. There have been too



Ironworkers prepare to connect a steel beam.

many Randy's.

A recent five-year study showed 18 ironworkers died as a result of falls, but in 10 of those cases no fall protection had been required by the steel erection standard. That is changing in Michigan. Ironworker fall protection requirements and a lot of other things about how steel erection is done is changing in Michigan.

A New Standard

Federal OSHA recently completed promulgation of an entirely new standard for steel erection. They started with a clean sheet of paper, the concept that the number of ironworker deaths and injuries was unacceptable, and a new standard-development process similar to that used in Michigan construction standards for over 35 years.

The Steel Erection Negotiated Rulemaking Advisory Committee (SENAC), was an appointed group of steel erection experts composed of labor and industry representatives charged with developing a new federal standard to enhance the protection of workers engaged in steel erection activities.

MIOSHA's state plan agreement with federal OSHA requires Michigan to either adopt the new federal standard or a state version that is "at least as effective as" the federal standard. In the case of the new federal Subpart R, the SENAC Steel Erection standard, a very good basic format and construction user terminology was part of the standard. It was a federal standard that was mostly compatible with MIOSHA construction standards.

A Tribute to George

George Randick was a structural Ironworker. He began his career in MIOSHA as a construction safety inspector in 1990 after 23 years as an ironworker. After becoming alarmed at the number of construction accidents, George wanted to be part of the solution to the unnecessary deaths and injuries in his trade and in all construction endeavors. He continued his MIOSHA service as an On-Site Construction Specialist, a senior safety officer, and most recently as a Construction Safety Division regional supervisor. I knew him as an extraordinarily committed individual with a strong work ethic. Sadly, an illness claimed George's life last July.

In the last several months of his life,

Amended Steel Erection Standard Some of the Significant Changes

Current	New
Not Addressed	Controlling contractor certification of concrete/masonry
Not Addressed	Controlling contractor certification of anchor bolts
Not Addressed	Controlling contractor provide laydown/storage area
Not Addressed	Controlling contractor erection/lifting equipment area
Not Addressed	Designer/fabricator - 4 anchor bolts per column
Not Addressed	Designer/fabricator - configure double connection
Not Addressed	Designer/fabricator - paint slip resistance
Required at 30'	Non-connector fall protection at 15 feet
Not required	Connector personal fall arrest system at 15 feet
Not Addressed	Controlled decking zone option
Not Addressed	Metal decking safety fasteners
Not required	Perimeter cable midrail
Not Addressed	Specific training requirements
Not Addressed	Record of training

George worked on the adoption of the SENRAC standard into MIOSHA. He saw the new federal steel erection standard as very good and believed it would be improved by blending it with some parts of the existing state standards—to produce a superior document with the best of both standards, while preserving the traditional MIOSHA format that is more user-friendly and familiar to Michigan employers. George never got a chance to see the completion of the project, but I know he would be proud of the finished product.

Anthony Allam, James Pike, and James Zoccoli are staff members of the Construction Safety Division who worked on the SENRAC adoption project. George

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SCAFFOLDS: SAFETY IN CONSTRUCTION

By: Tom Swindlehurst,
Construction Safety Consultant
Consultation Education & Training Division

The goal of this article is to identify the major hazards involved with using scaffolds in construction, as well as ways to prevent them—in order to educate companies, erectors/dismantlers and users of scaffolds. The article examines the most common MIOSHA violations involving scaffolds, and the ways to be compliant with MIOSHA regulations. In addition, recent fatalities will be discussed in order to draw attention to rough terrain forklift truck scaffolds.

A scaffold is defined in Part 12. of MIOSHA Construction Safety Standards as “a temporary elevated platform, either supported or suspended, including its supporting system and points of anchorage” that is used for supporting employees, materials, or both. There are four main categories of scaffolds: suspended, mobile, floor and ground supported, and auxiliary supported scaffolds. Each of these main categories contains many subcategories and types which are widely used in construction today.

Scaffold Violations

According to a recent news release from the U.S. Department of Labor, an estimated 2.3 million workers (about 65 percent of the construction industry workforce) frequently work on scaffolds. Because scaffolds are so widely used in construction, the MIOSHA “Top 25 Serious Violations” list contains five scaffold-related violations.

The number one scaffold-related violation (number 4 overall) is use of guardrails, with 120 serious violations in 2000-2001. Part 12. of the MIOSHA Construction Safety Standards states that a guardrail shall be installed on any open side or end of a scaffold work platform which is 10 or more feet above

the floor or ground, with some minor exceptions.

The number two scaffold-related violation (number 11 overall) is construction and capacity of scaffolds, with 41 serious violations in 2000-2001. Part 12. states, the support for a scaffold shall be sound, rigid, and capable of carrying the maximum intended load without settling or displacement. Unstable objects, such as barrels, boxes, pallets, brick, or concrete blocks, shall not be used to support a scaffold or work platform. Instead, scaffold poles, legs, posts, frames, and uprights shall bear on base plates and mud sills or other adequate foundation.

The number three scaffold-related violation (number 16 overall) is planking, with 37 serious violations in 2000-2001. According to Part 12., if wood planks are used for a work platform, then the planks shall be scaffold-grade lumber that has a minimum of 1,500 pounds per square inch fiber stress value. The planks shall be not less than two inches by 10 inches. The platform shall consist of a minimum of two planks laid side by side.

The number four scaffold-related violation (number 17 overall) is employee safety requirements for rough terrain forklift truck scaffolds, with 35 serious violations in 2000-2001. Part 12. states that if an employee is elevated on a platform on a variable reach lift truck, a personal fall arrest system is required and shall be worn when an employee is elevated.

The number five scaffold-related violation (number 25 overall) is access to scaffold platforms, with 26 serious violations in 2000-2001. According to Part 12., access to a scaffold platform shall be provided by one or more of the following: a ladder; a step or hook-on stair type accessory; direct access; or a ramp, runway, or stairway.

Scaffold Fatalities

With regard to incidents that occur involving scaffolds, MIOSHA statistics show that the number one cause of fatal incidents, as well as incidents in general, is falls. Falls can occur at any time during the construction and use of scaffolds, including during access,



Fall Risk—This rough terrain forklift truck scaffold is missing a guardrail and there is no fall arrest system.

erection, dismantling, and general use of scaffolds.

Two specific examples of recent fatalities involving scaffolds illustrate this point. The first occurred in May 2001. According to MIOSHA information, two employees were being transported in a wooden debris box on the forks of a variable reach forklift truck. The end of the debris box struck a parked semi-trailer as the forklift passed it. The two workers were thrown to the pavement below. The victim suffered fatal head injuries.

Nine citations were issued to the employer involved in this incident: no accident prevention program, no head protection, no pre-lift meeting, work platform not mild steel, no guardrails on front of platform, no fall protection worn, employees did not exit platform when the lift truck was being repositioned, platform too wide, and no fall protection on roof.

The second incident occurred in October 2001. According to MIOSHA information, while painting a bridge, a two-man crew had to borrow a rough terrain forklift and basket for lifting personnel from another company to finish the job. The basket was not secured to forks. The victim's weight tipped the basket, the victim fell to the ground, and the falling basket struck the victim.

Eight citations were issued to the employer in this case: no pre-lift meeting, secure work basket to forks, fall protection in work basket, training for operators, no operator permit, no notification of fatality, no accident prevention program, no valid first aid cards.

Four Common Scaffold Hazards

(In order of frequency)

1. Falls from elevation, due to lack of fall protection.
2. Collapse of the scaffold, caused by instability or overloading.
3. Being struck by falling tools, work materials, or debris.
4. Electrocution, principally due to proximity of the scaffold to overhead power lines.

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"Where Do We Go From Here?"

By: Sheila Ide, Supervisor
Consultation Education & Training Division

If the best thinking is that a viable, comprehensive safety program is important—why is “buy-in” so difficult to achieve? Is there anyone out there who still does not believe that preventing accidents and lowering lost time can affect profitability? Well if you are reading this article, it is safe to say you are in agreement. So how do we convince the CEO, the employees, the supervisors, the vendors and contractors of your company that they are all part of the solution or part of the problem. How do we build commitment?

Eliminating Hazards

Compliance with standards should be considered the minimum workplace safety protection—employers must concentrate their prevention efforts on selected areas that are the source of workplace injuries and illnesses. While this concept appears obvious, we often get bogged down in meeting “the letter of the law,” instead of looking at the overall attitude and work practices that are contributing to workplace accidents. Successful employers identify and correct those issues that go beyond what the rule says and create a safer environment based upon the specific hazards of their workplace.

So what is the next step? Eliminate hazards through design—not merely in reaction to problems. Seek input from the very beginning from employees, supervisors, vendors and contractors. Ask the people who are creating the equipment or process, and

question the end users about how the task is performed; what is the process, the steps? Look for the flaws on paper before expensive retrofit is necessary. So many times, the safety representative is brought into the process **after** the new equipment hits the floor. When safety issues are detected the representative is often **blamed** for costly changes.

Employees, whose focus is productivity, will be better protected when equipment is built to eliminate hazards. Insure that all stakeholders have an adequate understanding of the required work tasks so as to create a safer process. This means training the safety representative or joint committee members, as well as engineers and purchasing agents, to understand the basics of machine guarding, hearing conservation, barricades and fall protection, as well as ergonomics. Ideally training allows for safety issues to be recognized and changes implemented before equipment is manufactured or a process is released for production.

Reducing Work-Comp Costs

Building safeguards into equipment or processes will eliminate or greatly reduce these hazards which, in turn, can vastly affect an employer’s workers’ compensation costs. Reserves are set by insurance companies for all injuries and illnesses reported to them by an employer, to cover future losses. The number of reserves (open cases) will impact an employer’s experience rating modifier or MOD. When the employer’s MOD, or losses, exceed the expected state average losses, a surcharge is applied which

ultimately affects the premium. Thus the amount paid by the employer is controlled by the company’s loss history and the types of positions being insured.

Two ways to impact the total premium are within the employer’s control. Eliminate the risk of known hazards, and work with your insurer and medical provider to resolve cases that do occur. Controlling and resolving cases reduces or eliminates reserves. Resolve cases with proper and timely

medical intervention, identify “light duty” assignments and explore suitable return to work options with the affected employee.

Holding Contractors Accountable

Another concept presented by MIOSHA Director Doug Earle in recent speeches, is that contractors and vendors in the workplace should fall under the same “safety envelope” as the employer. Enforce safety and health regulations with all non-employees who enter, or perform work for your company through verbal or written agreements and contracts.

Become known as a company that emphasizes its commitment for the safety and well-being of all who enter the premises and assure that all top management follow the rules as well. Employees will not respect a management staff that enforces “do as I say not as I do” when it comes to enforcing safety rules for both internal and external visitors.

When hiring outside contractors add language to the purchasing agreements or contracts that identify the contractor’s safety and health program and their attitude toward preventing hazards in the workplace. What is their accident record? How do they enforce their own safety rules with their employees?

Hold contractors accountable for what chemicals they bring on a worksite and what hazards they may create in the performance of the contract. Have the safety representative, supervisors and/or engineers meet with the contractor before and during the job to review safety and health issues. Support employees who report any deviation from agreed upon safe practices and correct the situation.

MIOSHA standards require that an employer train outside contractors on possible hazards in their workplace including lock-out, confined spaces and hazard communication. Contractors have the same responsibilities.

Protecting employees from workplace injuries or illnesses allows them to concentrate on doing the best job possible. Focusing attention on the major accident causes in a specific workplace is logical and cost beneficial, but reducing hazards is everyone’s responsibility. If you would like further assistance in building or maintaining your company’s safety and health program, please contact the Consultation Education and Training Division at 517.322.1809. ■



CET Consultant Lee Jay Kueppers is doing a follow-up to a hazard survey at L & L Products South Plant, to assure proper barriers are in place.

The Bottom Line

Workplace Safety and Health Makes Good Business Sense

Grantex, Inc. - Grand Rapids

Founded by President **Douglas Singer's** grandfather in 1923, Grantex, Inc. (formerly known as Grand Rapids Coat and Apron) has been a leader in uniform management services in Michigan for more than 75 years. They remain an independent provider of customized rental garments for businesses of all types and sizes, and serve over 1,000 companies throughout West Michigan. Now in its third generation of family ownership, Grantex continues to work hard to provide the best in uniform management.

Grantex has experienced more than 400 percent growth over the past 20 years. Grantex recently renovated their facility and built one of the most technologically advanced service laundries in the world—to both speed operations and to greatly reduce ergonomic injuries. The focus of the new technology is the Smart Garment program which features an exclusive tracking and sorting “radio frequency chip.” The chip is sewn into each garment and is scanned to individually identify each uniform by account manager, company and employee. This system eliminates delivery inaccuracies and improves all areas of the laundry process.

Since this system was initiated in July 2001, Grantex has processed more than 2,000,000 garments without one being delivered inaccurately.

Ergonomic Innovations

The implementation of the Smart system dramatically changed the way soiled garments are processed. Laundries traditionally require heavy lifting, turning, twisting, awkward body postures, repetition and other work activities which can lead to serious ergonomic injuries.

The radio chip allows garments to be sorted, transferred, washed and dried without every being touched by a worker. Workers now concentrate on garment hanging, folding and rolling. During the final stage, the radio chip auto-sorts the garments by company and employee and readies them for delivery.

Grantex has eliminated heavy lifting and highly repetitive jobs and streamlined operations in a way that requires less manual labor. The new technology has allowed them to create a system with significant ergonomic efficiencies. The end result is fewer injuries and increased productivity.

Safety & Health Commitment

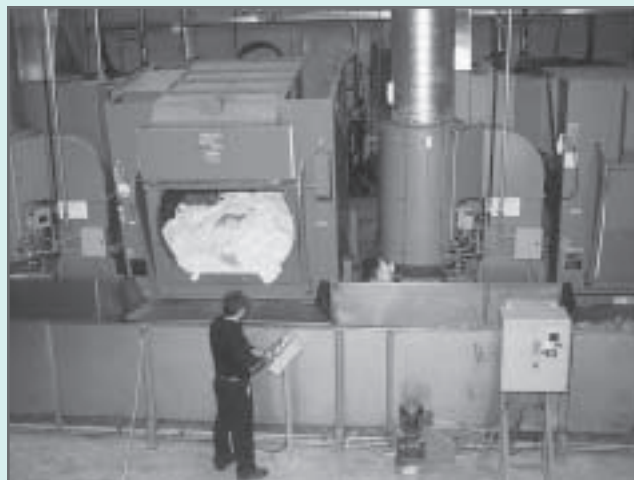
CET Safety Consultant **Jerry Swift** recommended Grantex, Inc. for this column. They have an outstanding safety and health

record, as well as a commitment to safety training for all employees. They have a diverse workforce, with nearly 50 percent Spanish-speaking. They have bilingual staff and when they train their employees the training is simultaneously translated into Spanish, so that workers receive instructions in a language they understand.

Because of their outstanding safety record and their commitment to bilingual training, Grantex was chosen to host the unveiling of MIOSHA's new Spanish publications. (See page 17.) Grantex incorporated safety into every aspect of the renovation of their facility, and particularly for each specific process. And they work diligently to make sure that every employee knows the safety procedures for every process and takes responsibility for working safely.

“We are proud of the outstanding safety efforts of every employee,” said **Gordon Reynolds, Sr.**, Vice President and General Manager. “Management provides a safe work environment and employees respond by working safely—safety is no accident at Grantex.”

The changeover to a technology driven system was a major commitment by Grantex, and took more than a year to accomplish. The investment has provided Grantex with the most accurate and efficient process in the service industry—and will allow them to provide timely, responsive, innovative and quality service to their customers.



At Grantex garments are sorted, transferred, washed and dried by computer, without being touched by a worker.

This column features successful Michigan companies that have established a comprehensive safety and health program which positively impacts their bottom line. An accident-free work environment is not achieved by good luck—but by good planning! Creating a safe and healthy workplace takes as much attention as any aspect of running a business. Some positive benefits include: less injuries and illnesses, lower workers' compensation costs, increased production, increased employee morale, and lower absenteeism.

Protection from Assault

MIOSHA Compliance Officers have a Difficult Job

By: *Martha B. Yoder, Chief
General Industry Safety Division*

Every workday more than 70 MIOSHA enforcement personnel all across Michigan work diligently to help ensure that workplaces are as safe and healthful as possible.

It's not an easy job. It is difficult to go into someone else's workplace, ask them to stop what was planned for the day, and instead accompany the compliance officer for an inspection of their workplace. But that is exactly what is asked of MIOSHA compliance staff—and it is necessary to fulfill the statutory mission of the program.

Employer Responsibilities

The Michigan Occupational Safety and Health Act requires the program to monitor safety and health conditions in workplaces covered by the Act. The Act also proscribes how



A MIOSHA safety officer conducts a compliance investigation.

these monitoring or inspection visits will occur. The MIOSHA Act prevents the program from giving advance notice. That means that compliance officers may not call to set up an appointment prior to the initial visit. It also requires the program to issue citations and assess penalties for any hazards identified that are classified as "Serious" under the Act.

Michigan employers have long been known as responsible corporate citizens. By far, most employers understand their worker safety and health responsibilities as well as the obligation of the MIOSHA program. These employers are proactive and cooperate by having protocols in

place so their staff understands what to do when a compliance officer arrives.

However, there are occasional circumstances when safety officers encounter extremely adversarial situations. In these circumstances, an employer may react inappropriately by directing disagreement regarding the process or inspection findings toward the compliance officers, rather than using the appropriate processes for reviewing disagreements.

Assaults Prohibited

Compliance officers are skilled in appropriately responding to questions regarding their actions, de-escalation techniques, and providing feedback. In some occasions, however, the unhappiness of an employer may escalate beyond that which a compliance officer can, or is expected to handle.

Section 35(10) of the MIOSHA Act prohibits a person from assaulting compliance officers who are performing their legal duty. The Act states that a person who violates this subsection is guilty of a misdemeanor.

Assault does not mean that bodily contact has been made. Rather, assault, as defined by Black's Law Dictionary is, "...any willful attempt or threat to inflict injury upon the person or another, when coupled with an apparent present ability to do so, and any intentional display of force such as would give the victim reason to fear or expect immediate bodily harm."

Unfortunately, compliance officers have encountered circumstances where situations have been deemed to constitute assault.

- In one case, the employer blocked the compliance officer's path from the building, picked up a pot of coffee, and threatened to pour the coffee on the officer.

- In another example, an employer blocked the safety officer from leaving, while expressing extreme unhappiness with the inspection and indicating the officer would be killed if penalties were assessed.

- In yet another case, an employer reached into a safety officer's car, grabbed the officer causing physical injury, and demanded that the officer hand over the report from the just completed inspection.

- And in one final example, an employer took inspection pictures from a safety officer's pocket.

When these circumstances occur, police reports are filed, the local prosecutor and the Michigan Department of Attorney General are encouraged to pursue criminal charges, and MIOSHA also issues civil citations for a violation of Section 35(10) of the Act.

Compliance Strategies

It is the goal of the MIOSHA program to conduct inspections in a professional and efficient manner. The program is required to use strategies that minimize disruption in the workplace.

There are several steps taken by the program to try to avoid the potential for assault when circumstances become adversarial. If it appears that a situation is escalating, compliance officers are trained to recognize and respond to potentially difficult situations. If necessary, the officer may leave the facility and return accompanied by a supervisor or additional compliance staff to complete the investigation or inspection.

In addition, employers are urged to take appropriate action when dissatisfied or concerned about the course of an investigation. Employers may contact the supervisor or program manager of the compliance officer to express concern and cooperatively determine the best approach for completing the investigation. This may be followed by contact with the appropriate supervisor or program manager to see if a mutually agreeable approach for completing the inspection is possible.

The ability to communicate and appropriately handle issues is key to avoiding escalation during an inspection that may lead to unfortunate situations of assault. The program is willing to talk with employers, and meet in person if necessary, to work out issues.

- For example, one employer called to express concern that employee interviews were disrupting production. Following a discussion, a process for conducting employee interviews was agreed upon and the inspection completed.

- In another example, an employer feared that past history at the facility would negatively impact the perspective of the compliance officer. A meeting with the employer resulted in guiding principles identifying the appropriate times for references to past history.

- In an additional example, compliance supervision agreed that any inspection at the facility would include a supervisor to provide ongoing oversight of the inspection.

Should an employer have concerns during a MIOSHA inspection or investigation, communication with MIOSHA management is encouraged at the earliest possible opportunity. Employers may call the MIOSHA general information number, 517.322.1814, or the specific compliance division. It is hoped that through this approach it will be possible for MIOSHA to carry out its duty to inspect workplaces to help ensure worker safety and health, and at the same time avoid unfortunate escalation and incidents. ■

Enforcement Guidelines

General Industry Safety Division

Part 18. Overhead and Gantry Cranes R408.11801 et seq

Background

On December 7, 1999, the General Industry Safety Standards Commission approved opening Part 18., Overhead and Gantry Cranes, for updating and revision. The full promulgation process was followed, with amendments becoming effective on April 10, 2002.

Clarification on Application of Selected Rules

This document provides clarification on application of selected rules contained in General Industry Safety Standard Part 18., Overhead and Gantry Cranes.

Scope - R408.11801.

This paragraph defines the range of equipment covered by the standard.

- Power-operated top running overhead and gantry single and multiple girder cranes are covered by the rules in this standard.

- Top running overhead cranes with push type-bridge and trolleys may be covered by the rules in this standard, as appropriate for accident investigations, complaints or under special circumstances.

- Monorails, railway or truck cranes, mine hoists, conveyors, shovels, drag-line excavators, equipment used on construction jobs, or systems used to transport people are not covered by the rules in this standard.

Employer Responsibilities - R 408.11808.

Paragraph (7) of this rule requires the manual provided by the crane manufacturer be readily accessible for the crane operator's reference at the work site. When no manual is available, the employer should determine whether it is possible for the employer to obtain a copy. If it is not possible to obtain a copy because the crane manufacturer is out of business, cannot be located, etc., the employer will be allowed to create a manual, obtain a manual for a similarly operating crane or another similar alternative as meeting the requirements of this rule.

Construction, installation, and equipment - R 408.11821.

Paragraphs (1), (2) (4), and (5) will be applied where facilities have equipment that is installed or erected after April 10, 2002.

Marking rated capacity; classifications; clearance - R 408.11822.

- The employer must determine a service class rating and indicate this rating on the crane.

- Corrections in deviations from minimum clearances are expected when the deviation creates a hazard to employees.

Hooks; load blocks - R 408.11825.

- When determining whether a hook latch is feasible, the employer must assess whether use of a latch would create a fall hazard or an appropriate means to access an elevation issue. If these hazards are created by use of hook latch, then a latch is impractical. The employer must also determine whether there are slack conditions in assessing whether this rule applies.

- Load blocks must have the sides enclosed.

Ladders; footwalks; stairways; escape devices - R 408.11835.

The anti-slip surface requirement for a footwalk can be met through the use of wood.

Brakes and restraints - R 408.11841.

The employer must ensure that appropriate braking means are provided for the trolley of a cab operated crane where the cab is located on the trolley.

Controls - R 408.11843.

An off-point detent or off-point latch is a detent or latch that holds the lever in the off position. It would take a deliberate action of the operator to move the lever out of the "off" position, but would not require the operator to hold the lever after that action.

Warning devices - R 408.11845.

A floor-operated pendant crane must be provided with a warning device when there is an obstruction in the operator's view or other hazard.

Training. Testing. Permits - R 408.11852, R 408.11853, and R 408.11854.

The Consultation Education and Training (CET) Division is developing information and educational material for employers to use in their efforts to comply with these new requirements.

Frequent and periodic inspections - R 408.11872.

- The employer must determine the crane usage by hours of service. Based on that determination, appropriate inspections must be completed.

- Frequent inspections require records. It is expected that records for the most recent two complete calendar years will be maintained.

Operational tests and rated load tests - R 408.11873 and R 408.11874.

125% of the rated load or the load recommended by the manufacturer is acceptable.

Maintenance - R 408.11875.

To cite for lack of a permit for maintenance personnel, the compliance officer must document an actual instance where the maintenance personnel needs to operate the crane in order to perform the maintenance or repair functions.

Information

For further information on outreach material, contact the Consultation Education & Training (CET) Division at 517.322.1809 or visit the website at www.cis.state.mi.us/bsr. For information on the enforcement guidelines, contact the General Industry Safety Division at 517.322.1831. ■



A radio-operated overhead crane at H & H Tube & Manufacturing Co. in Vanderbilt.

Mentoring for Success

By: *Connie O'Neill, Supervisor
Consultation Education & Training Division*

The Michigan Voluntary Protection Programs (MVPP) was created to recognize and partner with worksites that implement outstanding systems to manage workplace safety and health. The sites that have achieved the Star award fly the Michigan Star flag proudly, informing the community that they have received this prestigious award.

When a company participates in the Michigan Star program, they become a safety and health role model to their industry for "best practices." Star sites agree to provide mentoring to others interested in pursuing participation in the MVPP.

MVPP Mentoring is a learning opportunity involving a Michigan Star site and a potential MVPP candidate who has expressed interest in improving their safety and health management system. Mentors inform, counsel, train, provide physical tours, and discuss with these candidates how to reduce injuries and illnesses and strive to achieve excellence in their safety and health management system.

We all have probably been mentored at some time in our lives. Many people can remember being helped by someone who took an interest in their welfare, shared their experience and knowledge with them and provided some direction for growth and development. These relationships can make a lasting impression and encourage positive changes. Mentoring for MVPP is all about excellent companies sharing their expertise to help other sites achieve excellence. The anticipated outcome is increased participation in the MVPP, ultimately reducing in-

jury and illness rates in Michigan.

Michigan Star sites actively engage in mentoring MVPP candidates. In a meeting held with Michigan Star sites in February 2002, mentors discussed the types of mentoring they have participated in. The activities ranged from telephone calls, site tours, onsite and offsite presentations, e-mail discussions, and participation in "best practice" forums.

Mentoring assistance may differ significantly depending upon the Star site and the needs of the candidate. Each mentor takes a unique approach to sharing information about their safety and health management system. Mentors attempt to establish some framework for understanding the specific needs of the companies that contact them.

For instance, at **International Paper's Kalamazoo Container Plant**, MVPP contact **Heather Allan**, states that one potential MVPP candidate wanted to know how International Paper was able to get their employees involved in their safety and health management system. International Paper's Kalamazoo plant is a union site (United Paper Workers, International Union Local 946), and one of the significant achievements they proudly discuss, is the strong role the union plays and how their employees are actively involved. In fact, during one of the mentoring visits, it was the union safety representative, and the safety and health committee who spent two hours with the candidate.

There are many advantages for both the mentor and the candidates in the MVPP mentoring program. **Jim Sutton**, MVPP contact from **International Paper's Quinnesec Mill**, indicated that "mentoring has helped us to prepare for what to expect, and educated us on the process."

Through mentoring they gained a "sharing of ideas, tools, and were able to adjust to change more quickly."

Tom Haessly, MVPP contact at **TRW Chassis System's Fenton Plant**, recently spent three hours with a potential candidate sharing program ideas and discussing how TRW first achieved the Merit award (now called the Rising Star program), and then progressed to the Star. Tom encouraged this candidate, who felt they were not quite ready for the

Star program, to apply for the Rising Star program. This would allow them to devote some additional time to improve their system and strive to achieve Star status within one to three years.

Larger corporations have been utilizing the mentoring approach with their sister facilities. **Adelia Hammond**, MVPP contact at **Tenneco Automotive's Grass Lake Engineering Center**, recently provided mentoring to other Tenneco facilities during a meeting in Chicago. She presented an overview of the MVPP and discussed her company's challenges and experiences achieving the Star status.

Hammond also gained insight into how simple safety can be when it's approached from a proactive view. She found many features they use at Tenneco could easily be modified for a business whose processes are quite different. "For instance, we put individual safety procedures on each machine along with the operating procedures. The mentored company adopted this process, making the safety procedures directly available to the personnel who needed them, right when they were needed," said Hammond.

Mike Bussing, MVPP contact at **West Michigan Air Care**, stated that he was looking forward to mentoring others in the emergency air transport industry and is planning on presenting their site's best practices at upcoming industry conferences.

Mentoring experiences have provided Michigan Star sites with positive feedback, expressions of appreciation for their time and efforts, and hearing that the information they provided was very helpful. Mentoring can be a win-win situation. Society at large is eventually the real winner.

What is hopeful during mentoring is that the Star candidate comes to view things in a new way. The mentor promotes positive changes, helping the establishment achieve a vision, of what is possible. That vision is a safety and health system that integrates the following basic elements into the overall management system:

- Management Leadership and Commitment,
- Employee Involvement,
- Worksite Analysis,
- Hazard Prevention and Control, and
- Safety and Health Training.

Excellent companies achieving this integration deal proactively with safety and health, production and quality, with equal levels of intensity.

For more information about how to apply for the MVPP and/or mentoring, contact the Consultation Education & Training Division at 517.322.1809. ■



Wally Blair and Jim Sutton, International Paper's Quinnesec Mill; Heather Allan, International Paper's Kalamazoo Container Plant; and Tom Haessly, TRW Chassis System's Fenton Plant.

72nd Annual Michigan Safety Conference

The 72nd annual Michigan Safety Conference was held April 16th & 17th in Lansing. The MIOSHA program is a strong supporter of the conference, which reaches more than 6,000 attendees each year. The conference goal is to help participants improve worker safety and health, reduce workers' compensation costs, and increase productivity and profitability.

Each year nearly 100 MIOSHA safety and health professionals and support staff are involved in seminar planning and implementation. MIOSHA seminars this year included: A MIOSHA Update by Doug Earle, Construction Inspections and Services, Top 25 MIOSHA General Industry Violations, Top 25 Construction Violations, Top 10 Health Violations, Permit

Required Confined Space, Challenges in the Plastics Molding Industry, Safety Programs that Impact the Bottom Line, the Bloodborne Infectious Disease Standard, the New Steel Erection Standard, Effective Safety & Health Programs through Onsite Interventions, and CET Award Programs.

The conference also recognizes the Safety Professional of the Year and Distinguished Service Award winner. This year's winners, Edward G. Ratzenberger and Laurie Rudolph, appear at right.

MIOSHA encourages anyone associated with safety and health in Michigan to become a part of the state's largest safety and health conference. ■



(Above) Distinguished Service Award Winner Edward G. Ratzenberger, CSP, President/CEO, Safety Council for Southeast Michigan; Safety Professional of the Year Laurie A. Rudolph, CHMM, Senior Risk Engineer, Zurich Services.



(Left) Tom Swindlehurst, CET Construction Safety Consultant presented the Top 25 Construction Violations; Sherry Walker and William Lykes, CET Health Consultants covered the Top 10 Health Violations; and Elmer Miller, CET Onsite Supervisor, discussed Challenges in the Plastics Molding Industry.

Michigan State AFL-CIO 2002 Safety & Health Conference

April 22 & 23, the Michigan State AFL-CIO held its biannual Safety and Health Conference, which attracted nearly 300 workers. Attendees were welcomed by **Mayor David Hollister** and **Mark Gaffney**, President, Michigan State AFL-CIO. **Cynthia Lee**, Area Director, OSHA, gave an update on federal OSHA's initiatives. **Doug**

Earle, MIOSHA Director, gave an overview of MIOSHA activities and hosted a presentation by MIOSHA Deputy Directors and Division Chiefs, who covered their specific program areas.

Presenters included representatives from: USWA International Union, Utility Workers Local 223, Michigan State Fire Fighters Local 421, the UAW, the Michigan State AFL-CIO, Michigan State University, and MIOSHA.

Topics covered in the conference included: construction safety, mine safety, CPR techniques, bio and chemical hazards, ergonomics, workplace toxins, health hazards for healthcare workers, lockout/tagout, confined space, and the new MIOSHA recordkeeping requirement.

Michigan AFL-CIO is one of MIOSHA's CET Grantees. Their CET Grant provides both generic and customized workplace safety and health training to new employees and incumbent workers affected by new

technology and new work processes, equipment or operations. Training topics include back injuries, lifting techniques, workplace hazards and recognition, right-to-know and hazardous substances. In cases where generic training does not meet the needs of an employer staff will meet with the employer and identify worksite needs and issues and then will customize a training program to meet their needs. For more information on the grant, contact: **Derrick Quinney**, Director, Occupational Safety & Health, at 517.487.5966.

April 28th is recognized across the nation as Workers' Memorial Day. This date marks the signing of the federal OSHA Act, and is the day unions remember and pay tribute to those who lost their lives on the job. It is also a day when members come together to rededicate themselves to promote practices that ensure safe and healthy work conditions on the job for all working men and women.

The conference recognized Workers' Memorial Day on the final day of the conference. The keynote speaker was **Captain Michael B. Donovan** of the Special Operations Division, New York City Fire Department. Captain Donovan shared his experiences at Ground Zero. ■



Derrick Quinney, Director, Occupational Safety & Health, Michigan State AFL-CIO; Captain Michael B. Donovan, Special Operations Division, New York City Fire Department; and Tina Abbott, Secretary-Treasurer, Michigan State AFL-CIO.

CET Awards

MIOSHA recognizes the safety and health achievements of Michigan employers and employees through CET Awards, which are based on excellent safety and health performance.



A.J. Ponstein, Jerry Swift, Dr. Lee Pool, Mike Hall, Dan Jaracz, Gary Shisler, Ken Bailey, Mark Stratton, Len Overmeyer, Brian Elenbaas, Roger Andrzejewski, Jeff Wenk and Beth Hamlin.

Lacks Enterprises - Grand Rapids

Lacks Enterprises of Grand Rapids recently received four **Ergonomic Innovation Awards**. The Ergonomic Innovation Award is issued to employers for innovative ideas which have been implemented to reduce worker strain.

Lacks Enterprises has 13 plants, and has initiated significant ergonomic changes in their plants to reduce workplace injuries. CET Supervisor **Connie O'Neill** and CET Consultant **Jerry Swift** presented the awards.

The Airwest Assembly plant devised an entire new line to handle Dodge Ram grills. Two workers now process the parts without extensive lifting, gripping and repetitive motions. The Plastic Plate Monroe Street facility designed and built new racks for the dipping process, eliminating posture, weight and gripping injuries.

The Paint East plant created a new design for its machines and fixtures utilizing an electric touch pad control to bring parts into workers' comfort zones. The Airwest Mold plant redesigned their procedures for plastic molding die changes. The new process utilizes robots to pick up the products, eliminating significant ergonomic injuries.

Lacks Enterprises is a leader in the production of exterior decorative trim components for the automotive industry, and employs 1,850 workers.

Hutchinson FTS, Inc. - Jonesville Plant

The Hutchinson FTS, Inc., Jonesville plant received the **Gold Award** for an outstanding safety and health record on April 11. The CET Gold Award recognizes two years without a lost time accident. The Jonesville plant has not had a lost-time accident since Oct. 6, 1999.

"We're pleased to recognize Hutchinson FTS leadership with this award, because they place a high priority on the safety and health of every employee," said CIS Deputy Director **Dr. Kalmin Smith**.

"We feel that safety is an indicator of the overall quality of our parts, process and people. The safety record of the Jonesville operation is an example to the whole Hutchinson organization," said **Paul H. Campbell**, President and CEO, Hutchinson FTS, Inc.

The FTS Jonesville Plant serves a unique function by supplying automotive air conditioning products for service, which are sold through dealerships. Their specialty is complexity—they make parts for models no longer in production. Their 60 employees operate 800 machines, making 1,900 parts. A typical automotive supplier in their field would probably make a maximum of 30 final parts.



Susan Palace, Corporate Human Resources Dir.; Ron Freese, Human Resources Manager, Reading & Jonesville Plants; Ricky Wooten, Plant Manager, Reading & Jonesville Plants; Mark Ries, Program Manager, Jonesville Plant, CIS Deputy Director Kalmin Smith.



Mohammad Motamedi, Tom McKenzie, Jackie Klus, Jurg Hauptli, Doug Earle, Stan Baldwin, and Rich Mancuso.

L & L Products, Inc. South Plant - Romeo

L & L Products, Inc. South Plant of Romeo received the **Ergonomic Innovation Award** on June 18th. The Ergonomic Innovation Award is issued to employers for innovative ideas that have been implemented to reduce worker strain.

BSR Director **Doug Earle** presented the award to the group of employees responsible for planning and implementing the changes within the facility, as well as to all employees for their innovative ideas to make the plant safe for everyone.

The L & L Products, South Plant Romeo redesigned their manufacturing area and implemented the use of ergonomic chairs, anti-fatigue mats, lifting devices and adjustable tables. They also retrofitted machines to accommodate an employee who suffered a stroke and returned to work. With the help of CET Safety Consultant **Lee Jay Kueppers**, L&L Products, South Plant was successful in safely and ergonomically adapting the machines to that individual's disability requirements.

The Romeo South Plant employs 328 workers on two shifts and produces engineered sealing and structural solutions for the automotive industry. All afternoon shift workers attended the presentation.

Education & Training Calendar

Date	Course Location	MIOSHA Trainer Contact	Phone
August			
8	Supervisors' Role In Safety & Health Saginaw	Dave Luptowski Don Matthews	888.238.4478
12	Powered Industrial Truck Train-the-Trainer Livonia	Suellen Cook Cont. Ed. Services	734.462.4448
12, 13, 14	Safety & Health Administrator Course Port Huron	Bernard Sznaider Terri Johns	810.985.1869
13, 14, 15	Safety & Health Administrator Course Escanaba	Dan Maki Jayne Bernard	906.786.5802
14	Overview of Revised Part 74 Fire Fighters Standard Rochester Hills	Lee Jay Kueppers Karl Holden	248.656.4720
20, 21	Two-Day Mechanical Power Press Seminar Dearborn	Linda Long Heidi	313.317.1500
27	Confined Space Entry Cadillac	Jerry Medler Cindy Swiler	231.775.2458
September			
4	Powered Industrial Truck Train-the-Trainer Southfield	Bernard Sznaider Ed Ratzenberger	248.557.7010
5	Powered Industrial Truck Train-the-Trainer & Overhead Cranes Escanaba	Dan Maki Jayne Bernard	906.786.5802
5, 12	Construction 10-Hour Safety Seminar & Major Fatality Causes Southfield	Jerry Faber Keiyania Mann	248.948.7000
10	Industrial Machine Guarding Sault Ste. Marie	Jerry Medler Susan Camp	906.635.2802
10	Recordkeeping Workshop Adrian	Linda Long Milessa Holtz	517.424.3250
10	Recordkeeping Workshop Battle Creek	Micshall Patrick Amanda Militzer	616.344.6189
10	Challenges In The Plastics Industry Shelby Township	Lee Jay Kueppers Kathy Ashley	586.731.3476
10	Hearing Conservation & Respiratory Protection Midland	Bob Carrier Ron Monson	800.675.7599
12	Safety In The Plastics Industry Cadillac	Jerry Medler Cindy Swiler	231.775.2458
12	Lockout/Tagout Workshop Port Huron	Bernard Sznaider Terri Johns	810.985.1869
17, 18	MIOSHA 10-Hour Construction Safety Midland	Tom Swindlehurst Ron Monson	989.496.9415
17, 18, 19	Safety & Health Administrators Course Auburn Hills	Richard Zdeb Cindy Mickey	248.232.4580
19	MIOSHA Recordkeeping - Log 300 Flint	Lee Jay Kueppers Anita Marshall	810.766.6405
23	Supervisors' Role In Safety & Health Southfield	Richard Zdeb Pat Murphy	248.353.4500

Co-sponsors of CET seminars may charge a nominal fee to cover the costs of equipment rental, room rental, and lunch/refreshment charges. For the latest seminar information check our website, which is updated the first of every month: www.cis.state.mi.us/bsr/divisions/cet/cet_cal.htm.

Construction Safety Standards Commission

Labor

- Mr. Carl Davis**
- Mr. Daniel Corbat
- Mr. Andrew Lang
- Mr. Martin Ross

Management

- Mr. Peter Strazdas*
- Mr. Charles Gatecliff
- Mr. Thomas Hansen
- Ms. Cheryl Hughes

Public Member

- Mr. Kris Mattila

General Industry Safety Standards Commission

Labor

- Mr. James Baker
- Mr. Tycho Fredericks
- Mr. John Pettinga
- Vacant

Management

- Mr. Timothy J. Koury*
- Mr. Michael L. Eckert
- Mr. Thomas Pytlik**
- Mr. George A. Reamer

Public Member

- Ms. Geri Johnson

Occupational Health Standards Commission

Labor

- Dr. G. Robert DeYoung
- Ms. Cynthia Holland
- Capt. Michael McCabe
- Ms. Margaret Vissman

Management

- Mr. Robert DeBruyn*
- Mr. Michael Lucas
- Mr. Richard Olson
- Mr. Douglas Williams

Public Member

- Dr. Darryl Lesoski**

*Chair **Vice Chair

Standards Update

Farewell to BSR Commissioner Michael D. Koehs

Michael Koehs has given so much to his county, state, and country. Recently his efforts and commitment to protect the safety and health of Michigan workers was recognized by MIOSHA for his membership on the **General Industry Safety Standards Commission** from 1992 to 2002. A service recognition luncheon was held by the Standards Division in Mr. Koehs' honor following the June 13, 2002, Commission meeting in Lansing.

This event gave us the opportunity to commemorate Mr. Koehs' years of service and to tell him how much he was appreciated. MIOSHA Director Doug Earle, MIOSHA staff members, and many of his fellow Commissioners expressed their admiration for the diverse manner in which he has so selflessly given to his community.

Mr. Koehs served in the **U.S. Army Infantry**, including a tour in Viet Nam. For 23 years he served **Macomb County** as a Deputy Sheriff. During that time, he served as the Executive Director of the **Deputy Sheriff's Association of Michigan**. In March 2002, he was appointed to the office of Clerk for **Macomb Township**. He has represented public employees on the **General Industry Safety Commission**, and served as chair since May 1998.

MIOSHA Director Doug Earle presented a certificate of appreciation and the Great Seal of Michigan to Mr. Koehs during the luncheon. "Service to the BSR Commissions, such as Michael Koehs' long record of service, is an important element to the great history of the MIOSHA program," said Earle. "We also honor and respect the significant service you have given to your country, county and township."



Marsha Parrott-Boyle (left) and MIOSHA Director Doug Earle (right) present a certificate of appreciation to Michael D. Koehs.



General Industry Safety Commissioners:

- George Reamer,*
- Tim Koury,*
- Michael Koehs,*
- John Pettinga,*
- Mike Eckert.*

To contact any of the Commissioners or the Standards Division Office, please call 517.322.1845.

Status of Michigan Standards Promulgation

(As of June 28, 2002)

Occupational Safety Standards

General Industry

- Part 08. Portable Fire Extinguishers Approved by Commission for review
- Part 18. Overhead and Gantry Cranes Final, effective 4/10/02
- Part 19. Crawler, Locomotives, Truck Cranes At Advisory Committee
- Part 20. Underhung and Monorail Cranes Approved by Commission for review
- Part 58. Vehicle Mounted Elevating & Rotating Platforms Approved by Commission for review

Construction

- Part 01. General Rules (Consolidating with health rules) Final rules submitted
- Part 07. Welding & Cutting Approved by Commission for review
- Part 08. Handling & Storage of Materials Approved by Commission for review
- Part 12. Scaffolds Approved by Commission for review
- Part 14. Tunnels, Shafts, Cofferdams & Caissons Draft to Advisory Committee for review
- Part 16. Power Transmission Approved by Commission for review
- Part 18. Fire Protection & Prevention Informal approval by LSB
- Part 25. Concrete Construction Approved by Commission for review
- Part 26. Steel and Precast Erection Formal rules submitted
- Part 30. Telecommunications Approved by Commission for review
- Ad Hoc Communication Tower Erection Approved by Commission for review

Occupational Health Standards

General Industry

- Benzene Corrected error, effective 1/23/02
- Carcinogens R 2301-2302 Formal rules submitted
- Forging Machines R 3210 Rescinded due to duplication
- Grinding, Polishing & Buffing RFR approved
- Non-ionizing Radiation R 2420 Formal certification
- Powered Industrial Trucks R 3225 (OH Rules only) Rescinded due to duplication
- Respirators in Dangerous Atmospheres (OH Rules only) Rescinded due to replacement
- Sanding Machines R 3230 (OH Rule only) Rescinded due to duplication
- Ventilation for Certain Hazardous Locations R 3110 Rescinded due to duplication

Construction

- Air Contaminates R 6201 (Gases, Vapors, etc.) Final, effective 1/23/02
- Sanitation for Construction R 6615 Consolidated with CS Part 1
- Illumination for Construction R 6605 Consolidated with CS Part 1

Administrative Rules

- Part 11. Recording and Reporting of Occupational Injuries and Illnesses Clerical corrections, RFR, 5/23/02

The MIOSHA Standards Division assists in the promulgation of Michigan occupational safety and health standards. To receive a copy of the MIOSHA Standards Index (updated March 2002) or for single copies and sets of safety and health standards, please contact the Standards Division at 517.322.1845.

RFR Request for Rulemaking
 ORR Office of Regulatory Reform
 LSB Legislative Services Bureau
 JCAR Joint Committee on Administrative Rules

Variations

Published July 26, 2002

Following are requests for variances and variances granted from occupational safety standards in accordance with rules of the Department of Consumer & Industry Services, Part 12, Variations (R408.22201 to 408.22251).

Variations Requested Construction

Part and rule number from which variance is requested
Part 12 - Scaffolds and Scaffold Platforms R408.41221
Summary of employer's request for variance

To allow employer to use stilts a maximum height of 30 inches under controlled conditions and according to certain stipulations.

Name and address of employer

Ritsema and Associates

Location for which variance is requested

FIA Project

Part and rule number from which variance is requested
Part 10 - Lifting and Digging Equipment - R408.41018(a)(21)

Summary of employer's request for variance

To allow the employer to utilize rotation resistant cable to raise and lower work platform provided stipulations are adhered to.

Name and address of employer

Chicago Bridge & Iron Company

Location for which variance is requested

Job site information provided 3 days prior to start of work operation

Name and address of employer

Hi-Ball Co., Inc.

Location for which variance is requested

Canal Rd. & Windsor Hwy., Windsor Twp.

Name and address of employer

Lansing Board of Water & Light

Location for which variance is requested

Canal Rd. & Windsor Hwy., Windsor Twp.

Part and rule number from which variance is requested
Part 32 - Aerial Work Platform, R408.43209

Summary of employer's request for variance

To allow employer to firmly secure scaffold planks to the top of the intermediate rail of the guardrail system for use as a work platform provided the following stipulations are adhered to.

Name and address of employer

Electrol Corp.

Location for which variance is requested

General Motors Corp., Warren

Name and address of employer

William E Harnish Acoustical, Inc.

Location for which variance is requested

General Motors Corp., Warren

Name and address of employer

Lake State Insulation

Location for which variance is requested

General Motors Delta Facility, Delta Twp.

Name and address of employer

Pontiac Ceiling & Partition Co., LLC

Location for which variance is requested

Anchor Bay High School, New Baltimore

Part and rule number from which variance is requested
Part 8 - Material Handling R408.4833(1)

Summary of employer's request for variance

To allow employer to tandem lift structural steel members under controlled conditions and with stipulations.

Name and address of employer

American Erectors

Location for which variance is requested

Columbian Primary Educational Center, Detroit

Anchor Bay High School, Fairhaven

Brownstown Business Center - Building #9, Brownstown

Martin Street Condos, Birmingham

Name and address of employer

Azco Inc.

Location for which variance is requested

Grand Rapids Convention Center, Grand Rapids

Name and address of employer

Douglas Steel Erection Company Inc.

Location for which variance is requested

General Motors Corp, Metal Fab Div., Flint Mtl Ctr., Flint

Name and address of employer

McGuire Steel Erection Inc.

Location for which variance is requested

St Mary's Catholic Church Educational Center, Pinckney

Osborn Middle School, Detroit

Trinity Presbyterian Church, Plymouth

Bank of Ann Arbor, Ann Arbor

Crittendon Hospital Medical Center, Rochester

New Public Works Complex, Battle Creek

Downtown Center, Ann Arbor

Children's Center of Wayne County, Detroit

ALDI Distribution Center, Webberville

Matter of Taste Restaurant, Commerce Twp.

Name and address of employer

Sova Steel Inc.

Location for which variance is requested

Shelby Creek Commercial Development, Shelby Twp.

Name and address of employer

Tri-Steel Inc.

Location for which variance is requested

Saginaw Valley State University, Saginaw

Name and address of employer

Whaley Steel Corp.

Location for which variance is requested

Kettering High School, Waterford

Mott High School, Waterford

Name and address of employer

Whitmore Steel

Location for which variance is requested

Cherry Capital Airport, Traverse City

Howell Parking Deck, Howell

Variations Granted Construction

Part and rule number from which variance is requested
Part 8 - Material Handling - Rule R408.40833(1)

Summary of employer's request for variance

To allow employer to tandem lift structural steel members under controlled conditions and with stipulations.

Name and address of employer

Assemblers Inc.

Location for which variance is requested

U of M Commons Bldg., Ann Arbor

Name and address of employer

Douglas Steel Erection Co.

Location for which variance is requested

William Beaumont Hospital, Royal Oak

Name and address of employer

Pioneer Inc.

Location for which variance is requested

Spectrum Health, Grand Rapids

Name and address of employer

McGuire Steel Erection Inc.

Location for which variance is requested

New Saline High School, Saline

Name and address of employer

Sova Steel Inc.

Location for which variance is requested

American Axle, Detroit

Name and address of employer

Strand Constructors, Inc.

Location for which variance is requested

Saginaw Valley State University, University Center

Name and address of employer

Whaley Steel Corp.

Location for which variance is requested

Michigan Ethanol, Caro

Part and rule number from which variance is requested

Part 32 - Aerial Lift Platforms R408.43209

Summary of employer's request for variance

To allow employer to firmly secure a scaffold plank to the top of the intermediate rail of the guardrail system of an aerial lift for limited use as a work platform provided the following stipulations are adhered to:

Name and address of employer

John E Green Company

Location for which variance is requested

General Motors Delta Facility, Delta Twp.

Name and address of employer

Lake State Insulation

Location for which variance is requested

General Motors Delta Facility, Delta Twp.

Name and address of employer

Wolverine Fire Protection Co.

Location for which variance is requested

GM Tech Corp, Warren

Part and rule number from which variance is requested

Part 14 - Tunnel, Shafts, Caissons, and Cofferdams, R408.41482

Summary of employer's request for variance

To allow employees to remain in the caisson under controlled conditions when material is being hoisted from the caisson and according to certain stipulations.

Name and address of employer

Toledo Caisson Corp.

Location for which variance is requested

Detroit Edison Monroe Power Plant, Monroe

Variations Requested General Industry

Part and rule number from which variance is requested

Part 17 - Refuse Packer Units; Rule 1732(1)

Summary of employer's request for variance

The employer has requested to utilize wheeled carts, a hoist, and a chute arrangement in lieu of the required standard barrier to protect employees from falling into the trash compactor.

Name and address of employer

Liberty Dairy Company

Location for which variance was granted

North River St., Ewart

Part and rule number from which variance was granted

Part 17 - Refuse Packer Units; Rule 1732(1)

Workplace Safety & Health Information Available in Spanish

Summary of employer's request for variance

The employer has requested to use an interlocked barrier, in conjunction with wheeled carts, a cart stop, and a cart rest in lieu of the required standard barrier.

Name and address of employer

Country Fresh, LLC

Location for which variance was granted

Buchanan Ave., Grand Rapids

Variations Revoked General Industry

Part and rule number from which variance was granted

Part 26 - Metalworking Machinery; Rule 2650

Summary of employer's request for variance

This variance relates to guarding or enclosure requirements for multi slide machines.

Name and address of employer

Associated Spring Corporation Plymouth Division

Location for which variance was granted

Plymouth Road, Plymouth

Reason for revocation

Unable to locate employer

Part and rule number from which variance was granted

Part 26 - Metalworking Machinery; Rule 2648(1)

Summary of employer's request for variance

This variance relates to guarding chuck protrusions on lathe face plate periphery.

Name and address of employer

Barget Mold & Die Company

Location for which variance was granted

Telegraph Road, Southfield

Reason for revocation

Unable to locate employer

Part and rule number from which variance was granted

Part 14 - Standard Conveyers; Rule 1421(4)

Summary of employer's request for variance

This variance relates to required guarding of pinch point created by moving part of a conveyor and another object.

Name and address of employer

Burnette Farms Packing Corporation

Location for which variance was granted

Paw Paw Road, Lawrence

Reason for Revocation

Unable to locate employer

Part and rule number from which variance was granted

Part 2 - Floor & Wall Openings, Stairways & Skylights; Rule 227(3)

Summary of employer's request for variance

This variance applies to the platform on the fixed industrial stairs used for installation of canvas covering of asphalt trucks.

Name and address of employer

Ace Asphalt & Paving Company

Location for which variance is requested

Coldwater Road, Flint

Reason for revocation

Unable to locate employer

Part and rule number from which variance was granted

Part 19 - Crawler, Locomotive & Truck Cranes; Rule 1934(2)

Summary of employer's request for variance

This variance describes requirements for using a work platform suspended from a crane hook.

Name and address of employer

American Hoist & Derrick Company

Location for which variance is requested

Washington Ave., Bay City

Reason for revocation

Unable to locate employer

On June 6, 2002, CIS Director **Kathy Wilbur** announced that two MIOSHA publications are now available for Spanish-speaking workers.

"We are pleased to provide this vital information for Hispanic workers," said Wilbur. "Workplace safety depends on employers and employees knowing their rights and responsibilities. These new publications will assure that Spanish-speaking workers have access to information to protect their safety and health."

The **MIOSHA poster** is required to be posted in all businesses covered by MIOSHA. It describes many important provisions of the MIOSHA Act. The **"Your Rights & Responsibilities under MIOSHA"** brochure covers the rights and responsibilities for both employers and employees, as set forth by the MIOSHA Act.

"We are deeply concerned about the safety and health of Spanish-speaking workers," said BSR Director **Doug Earle**. "MIOSHA has an extensive outreach component and we believe this information can help reduce on-the-job injuries, illnesses, and fatalities for Spanish-speaking workers."

The material was unveiled at **Grantex, Inc.** in Grand Rapids. Grantex has an outstanding workplace safety record and a diverse workforce, with nearly 50 percent Spanish-speaking. Grantex provides training to employees simultaneously in Spanish, so that workers receive instructions in a language they understand.

"Worker safety is a top priority at Grantex," said **Gordon Reynolds, Sr.**, Vice President and General Manager. "We have bilingual staff and train our workers in Spanish, not only because it's good business, but because it's the right thing to do."

Carlos Hidalgo, Commissioner, Michigan Commission on Spanish Speaking Affairs and President, Hidalgo & DeVries, Inc., congratulated the Grantex employees on their safety achievement. He also urged them to learn English as well as their native language, to better prepare themselves for career advancement.

Celia Jackson, Corporate EHS Manager, Meridian Automotive Systems, detailed the type of protections they offer in a manufacturing environment and stressed the importance of providing training to every employee, not just to those who speak English.

MIOSHA is also developing a Spanish web page to help educate employers and workers. Both of the above documents will be available on the page. The MIOSHA website will also link to the federal OSHA and the National Institute for Occupational Safety and Health (NIOSH) websites, which both provide extensive information in Spanish on workplace protection.

MIOSHA has several bilingual staff who can help Spanish-speaking workers access safety and health services. To receive the above publications, contact the CET Division at 517.322.1809. The web information can be found at: www.cis.state.mi.us/bsr.



Douglas Singer, President, Grantex; Robert Triplett, MIOSHA Safety Officer; Gordon Reynolds, VP & GM, Grantex; Celia Jackson, EHS Manager, Meridian Automotive; Carlos Hidalgo, MI Commission on Spanish Speaking Affairs; Felix Acevedo, MIOSHA Appeals Coordinator; Doug Earle, MIOSHA Director.

Información de Seguridad y Salud en el Trabajo Disponible en Español

El **póster de MIOSHA** debe publicarse en todos los comercios que se rigen bajo los reglamentos de MIOSHA. En él se describen muchas disposiciones importantes de la Ley de MIOSHA. El **folleto "Sus Derechos y Responsabilidades Regidos por MIOSHA"** abarca los derechos y las responsabilidades tanto para los empleadores como para los empleados, según lo establece la Ley de MIOSHA.

MIOSHA también cuenta con personal bilingüe que puede ayudar a los trabajadores de habla hispana a tener acceso a los servicios de seguridad y salud. Para recibir ambas publicaciones, comuníquese con la División de Consulta para la Educación y Capacitación (CET) llamando al 517.322.1809. Puede encontrar la información en español de MIOSHA en Internet visitando: www.cis.state.mi.us/bsr.

ATOFINA Settlement

Cont. from Page 1

- Provide training for eight Riverview Township firefighters in coordination with the facility's Emergency Response/Fire Brigade Training. \$30,000.

- Promote the establishment of programs to achieve ongoing improvements in workplace safety and process safety in other ATOFINA facilities. \$1,500,000

- Establish a scholarship fund in memory of the deceased. \$80,000.

- Reimbursement to the state for response to third-party litigation. \$200,000.

CIS Deputy Director Dr. Kalmin Smith and MIOSHA officials negotiated the Settlement Agreement. The primary concern in developing this agreement was to enhance the overall safety and health for company employees by developing and implementing ongoing safety improvements in workplace safety and process safety.



On top of the methyl mercaptan tank car, the broken unloading pipe is shown in the position it was found after the accident.

“This agreement cannot reclaim the lives lost in this terrible accident,” said Smith. “It can however, offer comprehensive workplace protection to ATOFINA’s workers by dedicating significant resources to safety improvements, rather than lengthy litigation.”

MIOSHA investigations do not determine the cause of an accident. Rather, they focus on identifying violations of worker safety and health standards at the time of an accident.

Accident Background

The Riverview ATOFINA facility is a chemical manufacturer with 210 workers, and uses both flammable and poisonous chemicals in its processes. On July 14, 2001, at approximately 3:49 a.m., Riverview workers were switching railcars, one containing methyl mercaptan and two containing chlorine.

The pipe used to connect the factory to the railcar separated, causing the methyl mercaptan to escape. At approximately 4:09 a.m. the methyl mercaptan erupted into a fireball nearly 50 feet

wide and 200 feet high, consuming the railcar and sending fumes into the air.

Killed in the accident were ATOFINA workers: Edwin J. Wroblewski, 47, Riverview; Kenneth J. Cox, 56, Rockwood; and Terry Stein, 41, Trenton. Nine other workers and one police officer were injured, and more than two thousand residents were evacuated. Boat traffic was closed on the Detroit River for nearly 12 hours.

The Riverview Fire Department responded to a 911 call for help prior to the explosion. After more than eight hours, six local fire departments contained the fire. The fire destroyed two railcars and the platform, and damaged the piping system into the factory. During the course of the accident, 148,000 pounds of methyl mercaptan and 26,000 pounds of chlorine escaped into the surrounding community.

MIOSHA Investigation/Citations

The seven-month investigation was conducted by a team of health and safety officers from the Occupational Health Division and General Industry Safety Division of the CIS Bureau of Safety & Regulation, which is responsible for the MIOSHA program.

The MIOSHA investigation determined a key factor in the fatalities was the lack of an emergency response plan, which is required by the HAZWOPER (Hazardous Waste Operations and Emergency Response) standard. As two workers were connecting the railcar to the factory, a pipe separated, generating a chemical

leak. Interviews indicated that as one worker tried to contain the leak of the highly flammable chemical, the other went for help and to warn the plant. The worker and shift superintendent returned into a vapor cloud without respirators and the three workers continued to try to contain the leak.

Four additional workers attempted to rescue their fellow workers, and also entered the vapor cloud without protective equipment. They were overcome by the fumes, but escaped serious injury. Almost 20 minutes after the leak began, the fireball erupted.

CIS issued 22 unclassified violations of nine MIOSHA standards, including the following: Process Safety Management of Highly Hazardous Chemicals, Hazardous Waste Operations and Emergency Response (HAZWOPER), Hazard Communication, and Respiratory Protection. The violations include a \$500,000 penalty, and all conditions must be abated.

The explosion curtailed production until

Aug. 29, 2001, when the company restarted limited operations. After repairing the platform and piping system, the company restarted the processes affected by the explosion in mid-November. The company consulted with MIOSHA and changed the method of pipe connection when they rebuilt the piping system.

Because the explosion occurred in a railcar, the National Transportation Safety Board also investigated this accident. Their investigation will look for cause, and their findings are not yet available. The federal Environmental Protection Agency investigated the chemical releases caused by the blast. Their report is not complete at this time.

Settlement Agreement

The Settlement Agreement details significant activities that ATOFINA must accomplish within specified time frames, to improve the overall safety of their operations, particularly their process safety management operations.

The company has made a strong commitment to develop and implement a proactive safety and health program to protect workers at all of their facilities. They are determined to assess the safety and health status of each facility and to apply the lessons learned in this tragic accident to prevent similar tragedies. Compliance with this agreement will also bring benefits to the surrounding community.

ATOFINA Chemicals, Inc. (formerly Elf Atochem North America, Inc.) is a part of ATOFINA, the chemical branch of TotalFinaElf, the world’s fourth largest oil and gas company. With U.S. headquarters in Philadelphia, Pennsylvania, ATOFINA Chemicals, Inc. has sales of \$2.0 billion and employs more than 4,000 people worldwide. ATOFINA is the world’s fifth largest chemical manufacturer with 71,000 employees and annual global sales of \$17 billion. ■

11th Annual Safety Conference

Sponsored by:
Safety Council for Southeast Michigan

October 30, 2002
Northfield Hilton, Troy

For more information contact:
Ed Ratzenberger
248.557.7010

Steel Erection

Cont. from Page 4

would be pleased with the new provisions for the safety of ironworkers that are contained in the MIOSHA standard. I am proud



George Randick

work of George Randick.
Many New Safeguards

The new requirements not only affect structural steel erectors but includes the designers, the fabricators, and controlling contractors. To reduce the dangers in steel

to say that although many people were involved in the development process, I believe the new M I O S H A steel erection standard is truly a tribute to the insight and

erection, the changes necessarily embody less hazardous structural design elements and more restrictive foundation criteria. Site preparation for steel laydown areas and adequate, level locations for proper setup of lifting/erection equipment must be provided to the erection contractor.

A new fall protection threshold height of 15 feet for all structural steel employees except those making certain initial connections replaces the 30 foot height up to which all structural steel erectors and deckers could work without fall protection in the previous standard. Guardrail and floor/roof opening protection requirements are also enhanced. Most steel erection fatalities and a large percentage of the injuries are caused by falls.

Specific provisions for training of steel erection personnel are contained in the new standard. Employers must maintain records of the training and retrain workers whose actions demonstrate the training was not effective or not retained.

A Safer Industry?

All of the changes in the steel erec-

tion standard are too numerous to list in this article. The new standard changes most of the safety-related aspects of steel erection. Will the changes result in a safer steel erection industry? George Randick was confident that the industry would respond to the new provisions and a safer industry would emerge. But let's not forget Randy and so many others like him who will now be protected by fall protection and other requirements that make it more likely that he will return home at the end of their workday. ■

At this writing, the effective date of the new MIOSHA Part 26., steel erection standard has not been determined. It is anticipated that the standard will become effective in late July. Until the new standard becomes effective in Michigan, employers are reminded they have the option of maintaining the site in compliance with either all of the provisions of the old Part 26., or all of the provisions of the new standard.

Scaffolds

Cont. from Page 5

Scaffold Safety

These examples serve to illustrate the fact that most incidents involving scaffolds are due to falls and that these falls could have been easily prevented had the proper precautions been taken. In order to protect employees from injuries or death involving a fall from a scaffold, some important steps can be taken. Employers must ensure that all applicable MIOSHA standards are adhered to very carefully. They must know the requirements for using a scaffold safely and must meet them. Most importantly, employees must be trained in the proper way to construct and use scaffolds. MIOSHA standards require employers to have a training program that includes each and every employee working with, on, or around scaffolds.

Scaffolds can be used safely if users are willing to invest some time and effort into preparation. This preparation results not only in safety, but also in savings. According to the National Safety Council, every dollar invested in safety by a company will result in a four to six dollar return, in the form of either direct or indirect savings. In addition, this preparation is required by MIOSHA standards. Rule R4084.0114 (1) states that companies must *develop, coordinate, and maintain* a safety program.

Developing a safety program might seem like a challenging task at first, but with all

the help available to companies in this area, it can actually be done quite easily. The requirements in Rule R4084-0114 (2), as well as Michigan CET consultants can provide helpful information and guidelines for developing a safety program.

Coordinating a safety program requires an employer to set aside time to prepare and deliver the training program to employees and to ensure that all employees receive the training required. Maintaining a training program may be, in many regards, the most difficult facet of its implementation. Because it must be done over time and the training must be applied to new situations, maintenance can

be a challenge. It can be made much easier, however, if the development and coordination of the training program are done effectively.

In conclusion, if scaffold training and safety information is included in every company's training program, the number of scaffold accidents and fatalities will be dramatically reduced. A reduction in accidents saves employers time, worry, and money, as well as promoting the safety and welfare of employees. Remember: Safety is everyone's responsibility. For further information contact the Consultation Education and Training Division at 517.322.1809. ■

Six Keys to Scaffold Safety

- 1. Training:** allow only those employees trained in hazard identification and in proper work practices (i.e. loading, electrical danger, fall protection) for the specific type of scaffold being used to work on the scaffold.
- 2. Erection of Scaffolds:** scaffolds must be erected per MIOSHA and manufacturers' specifications and maintained accordingly.
- 3. Access:** provide employees with a safe means of access to the scaffold, train employees in proper use of access method.
- 4. Fall Protection:** provide training and equipment necessary for employees when required by MIOSHA and maintain the use of the equipment.
- 5. Falling object protection:** provide training in specification, installation, and maintenance of protection. (Note: barricading of the area where an object can fall and prohibiting employees from entering that area is now permitted.)
- 6. Inspection:** inspect scaffolds daily before using them; check the guard rails, connectors, fastening, platforms, tie-ins, and bracing.

How To Contact MIO SHA

MIO SHA Complaint Hotline 800.866.4674
Fatality/Catastrophe Hotline 800.858.0397
General Information 517.322.1814

Free Safety/Health Consultation 517.322.1809

Director 517.322.1814 **Doug Earle**

Deputy Director 517.322.1817 **Deborah Grether**

Deputy Director 517.322.1817 **Doug Kalinowski**

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Information 517.322.1851 **Ron Morris**

Occupational Health 517.322.1608 **John Peck**

Standards 517.322.1845 **Connie Munsch**

Website: www.cis.state.mi.us/bsr

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**Consumer & Industry Services
 Bureau of Safety & Regulation
 Director: Douglas R. Earle**

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