

FEATURES

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in Occupational Safety and Health

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Assistant Secretary's Message

What does it mean to turn 30? In OSHA's case, I think it means we've hit our stride.

Our mission remains the same—to send every worker home whole and healthy every day. But our methodology has changed. It will continue to change as we develop more refined approaches and sophisticated strategies for accomplishing our goal.

We've matured as an agency. We're more professional collectively and individually. We're focused on serving our customers. And we're zeroing in on results—reducing injuries, illnesses, and deaths on the job.

We've found ways to recognize companies with exemplary safety and health efforts through the Voluntary Protection Programs. We've fine-tuned our inspection targeting to concentrate on individual employers with high injury rates. We've expanded our outreach to partner with companies that need help in addressing specific hazards. We've assisted small businesses through conferences and personal consultations. We've offered expert guidance through software advisors that tailor advice to fit the situation. We've provided tens of thousands of pages of helpful information on our website. And we have new compliance assistance staffers in our area offices dedicated to helping employers and employees find and fix hazards in their workplaces.

Today 2,370 employees work for federal OSHA. An additional 2,948 partner with us in state plan offices. Working together, we've made a significant impact in reducing workplace injuries and illnesses.

Since OSHA opened its doors in 1971, workplace fatalities have been cut in half. Occupational

injury and illness rates have declined 40 percent. At the same time, U.S. employment has nearly doubled from 56 million workers at 3.5 million worksites to 105 million workers at nearly 6.9 million sites. That's a tremendous increase in responsibility and significant success in meeting our mandate.

Employers and employees are taking safety and health at their worksites seriously. The numbers show that. No longer are accidents an accepted cost of doing business. More and more companies are striving for a work culture with a zero tolerance for injuries and illnesses. We're proud of the part we've played in encouraging this culture change.

Of course, not every company has adopted a safety culture. Not every worker receives adequate safety training. And not every workplace has an enviable injury and illness record.

When you turn 30, it's time to assess where you've been and where you're going. We've made progress, and we're proud of it. But we still have work to do.

More than 6,000 families whose loved ones died on the job last year know that. Progress means fewer families grieve, but those who lose a father, mother, brother, sister, son, or daughter don't grieve any less.

As OSHA begins its fourth decade, we can look back on three decades of doing our best to protect American working men and women. Let us pledge ourselves to maintain our momentum and surpass our past results so that every U.S. worker returns home whole and healthy every day. *JSHQ*



R. Davis Layne

R. Davis Layne
Acting Assistant Secretary of Labor
for Occupational Safety and Health

Q&A

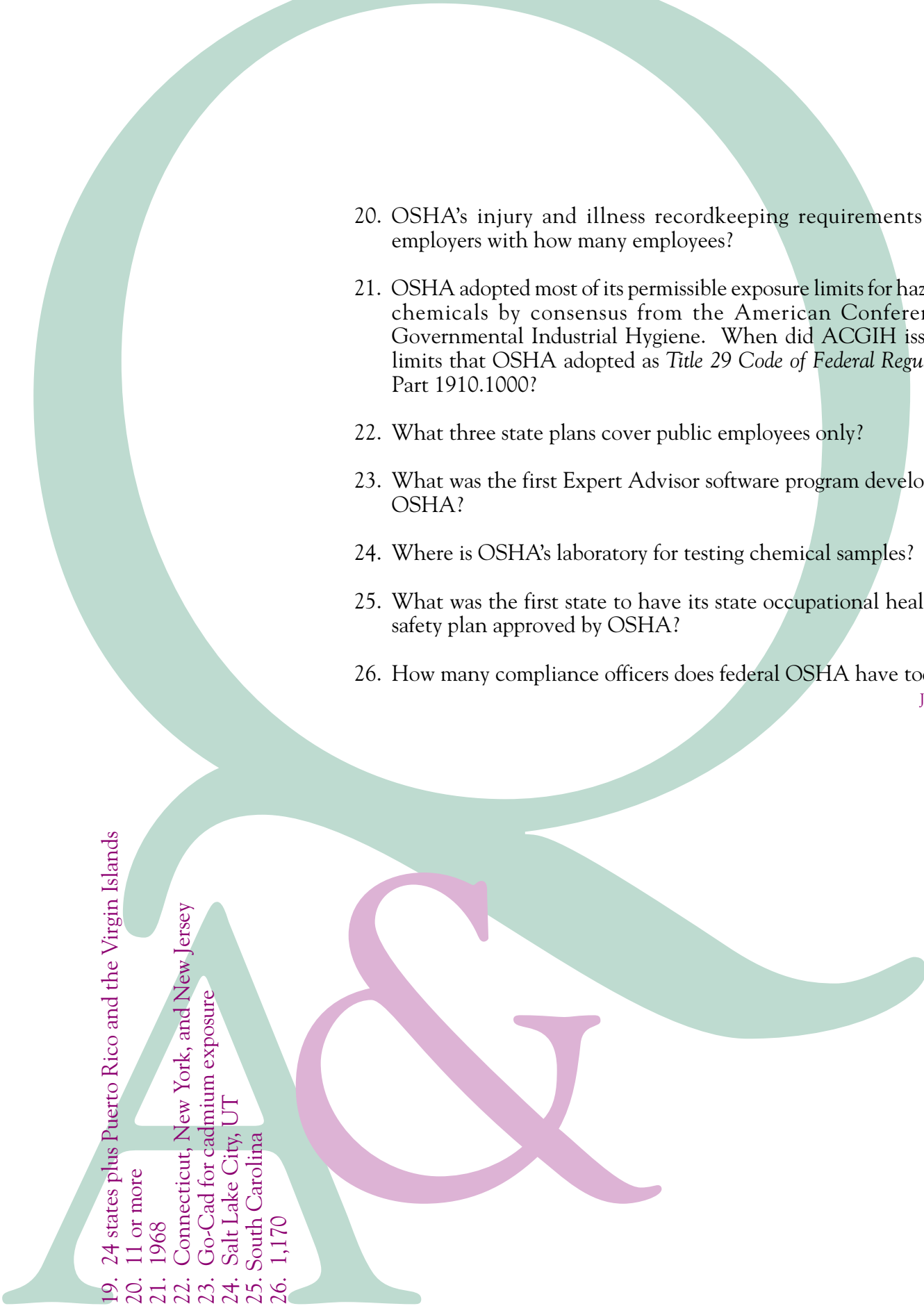
In celebration of OSHA's 30-year anniversary, our Q&A column offers something a bit different—a trivia quiz on the agency's past three decades. Here are the questions; see if you can come up with the answers. Check your answers along the side of the page.

1. Who was the first Assistant Secretary for Occupational Safety and Health?
2. OSHA issued the first instance-by-instance willful citations against what company?
3. Where is the OSHA Training Institute?
4. Who was the first woman to serve as Assistant Secretary?
5. In what city is the OSHA area office farthest from Washington, DC?
6. How many workers does OSHA currently cover?
7. Who were the authors of the *Occupational Safety and Health Act*?
8. How soon after receiving citations must a company contest them if it disagrees with OSHA's findings?
9. What three permanent agencies were created by the *Occupational Safety and Health Act*?
10. What is the maximum penalty for a serious violation of OSHA standards?
11. What paragraph of the OSH Act contains the "general duty clause"?
12. How long can an emergency temporary standard remain in effect?
13. The largest penalty in OSHA history was issued in 1991 to what firm?
14. Who is considered "the mother of occupational safety and health"?
15. What company was the first participant in OSHA's Voluntary Protection Programs?
16. What is the greatest number of inspections federal OSHA ever conducted in 1 fiscal year?
17. What Assistant Secretary worked for OSHA in the 1970s and returned to head the agency in 1989?
18. How soon after a death occurs at the workplace must an employer report it to OSHA?
19. How many states have state OSHA programs?

13. IMC Fertilizer—\$11.3 million
14. Alice Hamilton
15. Alston Power Air Preheater
16. 91,515 in Fiscal Year 1976
17. Jerry Scannell
18. Within 8 hours

9. Occupational Safety and Health Administration; National Institute for Occupational Safety and Health; and Occupational Safety and Health Review Commission
10. \$7,000
11. 5(a)(1)
12. 6 months

1. George Guenther
2. Union Carbide
3. Des Plaines, IL
4. Eula Bingham
5. Honolulu, HI
6. 105 million
7. Senator Harrison A. Williams Jr. and Representative William A. Steiger
8. Within 15 working days

- 
20. OSHA's injury and illness recordkeeping requirements cover employers with how many employees?
 21. OSHA adopted most of its permissible exposure limits for hazardous chemicals by consensus from the American Conference of Governmental Industrial Hygiene. When did ACGIH issue the limits that OSHA adopted as *Title 29 Code of Federal Regulations, Part 1910.1000*?
 22. What three state plans cover public employees only?
 23. What was the first Expert Advisor software program developed by OSHA?
 24. Where is OSHA's laboratory for testing chemical samples?
 25. What was the first state to have its state occupational health and safety plan approved by OSHA?
 26. How many compliance officers does federal OSHA have today?

JSHQ

19. 24 states plus Puerto Rico and the Virgin Islands

20. 11 or more

21. 1968

22. Connecticut, New York, and New Jersey

23. Go-Cad for cadmium exposure

24. Salt Lake City, UT

25. South Carolina

26. 1,170

What's Happening?

ASSE

Annual Conference Slated

The clock is ticking on the reservation deadline for the American Society of Safety Engineer's annual conference and exposition, slated for June 8-16 in Anaheim, CA. Mail-in registrations are due by May 21. Later registrations must be made online.

This year's theme is "Safety 2001: Advancing the Environmental Health and Safety Profession." In addition to educational sessions, the conference will feature an exposition where attendees can meet with safety, health, and environmental industry leaders and see the latest tools and techniques of the trade.

For more information, visit the ASSE website at www.asse.org.

NIOSH

Publication Offers Fall Protection Tips

Falls surpassed workplace homicides in 1999 to become the second leading cause of work-related death after motor vehicle crashes. A new publication from the National Institute for Occupational Safety and Health

promotes fall protection programs to help reduce these fatalities.

Worker Deaths by Falls: A Summary of Surveillance Findings and Investigative Case Reports (NIOSH Publication No. 2000-16) gives employers, workers, and safety professionals practical information for assessing individual workplaces, identifying risk factors for falls, and developing effective preventive measures.

The publication helps employers design comprehensive fall protection programs. It recommends that employers, at a minimum, incorporate safety in their work planning, identify all fall hazards at

a worksite, conduct regular safety inspections, train employees to recognize and avoid unsafe conditions, and provide workers with appropriate protection equipment and train them in its use.

For a copy of the publication, call (800) 356-4674.

NSC

Congress and Expo Planned

Mark your calendars! The National Safety Council's annual congress and exposition is scheduled for September 21-28 at the Georgia World Congress Center in Atlanta, GA. This year's theme is "The Odyssey Starts Here."

Attendees will choose from more than 170 educational sessions on general as well as industry-specific topics, some presented in Spanish. More than 800 exhibitors will display their products and services September 24-26.

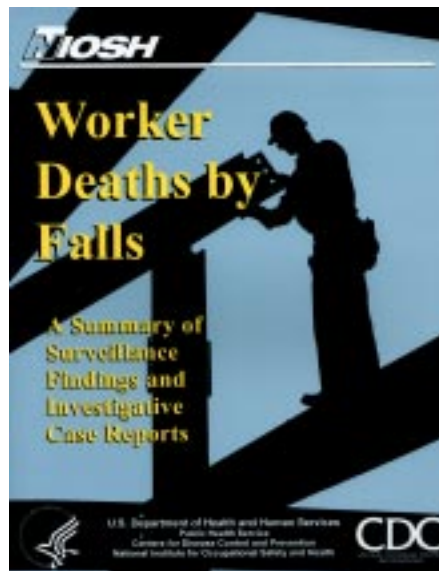
Early reduced-price registration ends June 15. For more information or to register, call (800) 621-7619 or visit www.congress.nsc.org.

OSHA

AGC Partners with OSHA on Construction Safety

The Associated General Contractors of America (AGC) recently entered into a formal partnership with the Occupational Safety and Health Administration to promote safety at construction sites nationwide.

The Construction Health and Safety Excellence, or CHASE, agreement serves as a template for AGC chapters and OSHA area directors in partnership negotiations. It calls on the AGC to



create three tiers of safety and health performance: red, white, and blue, and to help members achieve “blue” status. To do so, contractors must meet stringent safety and health guidelines, including the following:

- an occupational injury and illness rate 10 percent less than the industry average;
- a comprehensive site-specific written safety and health program, including employee involvement and based on OSHA or American National Standards Institute guidelines;
- an agreement to serve as mentors to contractors yet to attain “blue” status;
- inclusion of employees in all aspects of the contractor’s safety and health program, including self-audits, job hazard and mishap analyses, and safety training;
- a safety and health orientation for new employees and training for all employees on hazards specific to the contractor’s worksite;
- effective safety training for supervisors;
- designated safety personnel with training equivalent to OSHA’s 30-hour construction safety and health course; and
- a safety and health record with no willful or repeat serious violations within the past 3 years, and no fatalities or catastrophic accidents within the past 3 years that resulted in serious citations.

The agreement requires local AGC safety committees to visit construction sites to verify the proficiency of the applicant contractor’s safety and health program and to verify that the “blue” status has been met. The national AGC safety director also will conduct random oversight

visits and submit annual reports of the partnership goal achieved to OSHA.

After an inspection to certify that all program criteria are met, OSHA agrees not to target the blue participant’s sites within the area office jurisdiction for a planned or programmed inspection within the next 12 months and to conduct an unplanned inspection only in response to reports of imminent danger, a fatality or catastrophic accident, and a signed complaint. OSHA also agrees to handle all other complaints, except cases of serious injuries, by telephone and fax, not to issue penalties for other-than-serious violations that are promptly abated, and to reduce any citation by the maximum amounts for good faith and history.

New Jersey Plan Approved

New Jersey recently received OSHA approval to administer its own occupational safety and health plan for public employees. The Garden State joins Connecticut and New York as one of three states authorized to offer such a plan for public employees.

The New Jersey plan is the first new state plan since New York’s approval in 1984. Twenty-three other states have OSHA-approved plans for the private sector that extend coverage to state and local government employees.

New Jersey adopted standards identical to most federal OSHA safety and health standards and will bring all its standards into line with OSHA requirements. The state plan also will adopt any future OSHA standards and revisions.

The New Jersey Department of Labor will administer the plan, and the State Department of Health and Senior Services will conduct health inspections.

The program covers more than 470,000 public employees, including some 112,900 state government workers and roughly 357,100 municipal employees. Private-sector employees remain under federal OSHA jurisdiction.

Site Gains Popularity

Visits to OSHA’s website at www.osha.gov continue to increase, with nearly 1.4 million visitors using the site each month for a total of 23 million hits.

Among the popular Internet offerings are tools to help small businesses understand and comply with OSHA regulations and promote safety and health in their workplaces.

Those tools include the Expert Advisors, interactive software programs that about 300,000 people download each month to help identify workplace hazards. By answering a few simple questions on their computer screens, businesses can receive reliable answers on how OSHA regulations apply to their unique worksites.

Another popular tool is eCATS, OSHA’s e-Compliance Assistance Tools. These illustrated tools help businesses identify and correct workplace hazards.



VPP Update

VPP Sites

New and recently reapproved members in OSHA's Voluntary Protection Programs

Federal Program

Star

New

- Citizens Memorial Butterfield Residential Care, Bolivar, MO
- CF Industries, Cincinnati, OH
- Dauterive Hospital, New Iberia, LA
- DynMcDermott Petroleum Operations, West Hackberry, LA
- Frito-Lay, Brookhollow II, Dallas, TX
- Frito-Lay, Rosenberg, TX
- Frito-Lay, San Antonio, TX
- General Electric Transportation Systems, Grove City, PA
- Huntsman Petrochemical Oxides & Olefins, Port Neches, TX
- JE Merit Constructors, Inc., Purified Phosphoric Acid Project, Soda Springs, ID
- Louisiana Pacific, Tomahawk, WI
- Occidental Chemical, Cincinnati, OH

15-Year Star

- PACTIV Corporation, Macedon, NY

11-Year Star

- Huntsman Petrochemical, Austin Laboratories, Austin, TX

7-Year Star

- Celanese Limited's Corpus Christi Technical Center, Corpus Christi, TX
- International Paper's Gurdon Wood Products, Gurdon, AR

5-Year Star

- Lucent Technologies Microelectronics Group, Allentown, PA
- Newport News Shipbuilding, Newport News, VA

3-Year Star

- Air Products & Chemicals Inc., Escambia Plant, Pensacola, FL
- American Saw & Manufacturing, East Longmeadow, MA
- Astaris LLC, Carondelet Plant, St. Louis, MO
- Baxter Healthcare, McGaw, IL
- Chevron Phillips Chemical, Baytown, TX
- GE Power Systems, Bangor, ME
- International Paper's Container Division, Russellville, AR
- MASSPOWER, Indian Orchard, MA
- Mead, Washington Courthouse, OH
- Solutia Indian Orchard, Springfield, MA
- Vetrotex America, Wichita Falls, TX
- Weyerhaeuser Customer Service Center, Cleveland, OH

VPPPA Conference Scheduled

The 17th annual Voluntary Protection Programs Participants' Association Conference will take place during August 27-31 in New Orleans. This year's theme is "Jazz Up Safety with VPPPA."

VPPPA is an association of government agencies and companies that have been approved or applied for OSHA's Voluntary Protection Programs.

For more information or to register, call (703) 761-1146 or visit www.vpppa.org.

Return from Star Conditional Status

- PACTIV Corporation, Canandaigua Plant, Canandaigua, NY
- Texaco Inc.'s Upstream Tech Dept., Houston, TX

Merit to Star

- British Petroleum Exploration Alaska, Endicott Island, AK
- Citizens Memorial Health Care, Bolivar, MO
- FMC Corp., Plainsboro, NJ
- Halliburton Energy Services, Alvarado, TX
- Lucent Technologies, North Andover, MA

Merit

New

- Armour Swift-Eckrich, Jonesboro, AR
- Citizens Memorial Parkway Healthcare Facility, Bolivar, MO
- Frito-Lay, Arlington, TX

Merit Reapproval

- Akzo Nobel Chemicals, Deer Park, TX
- INX International Ink Company, Kansas City, KS
- Yuasa, Hays, KS

State-Plan States

Star

New

- American Bag Corp., Winfield, TN
- Caribe GE Fabrication, Inc., Alta Vega, PR
- Caribe GE International Controls Corp., Vega Alta, PR
- Chevron North America Exploration & Production, Whitney Canyon Carter Creek Facility, Evanston, WY
- CF Industries Inc., Frankfort Terminal, Frankfort, IN
- Fluor/FF&PS, Inc., San Jose, CA
- GE Garrett Aviation, L.A. International Airport, Los Angeles, CA
- Honeywell Aerospace Services, Military Repair and Overhaul, Phoenix, AZ
- MechTronics of Arizona Corporation, Phoenix, AZ
- Minnesota Power, Duluth, MN
- Monsanto, Remington, IN
- Northrop Grumman Corporation, Electronic Sensors and Systems Sector, Linthicum, MD
- Potlatch Corporation, Corporate R & D, Cloquet, MN
- R. N. Rouse & Co., Inc., Goldsboro, NC
- Rohm and Haas Co., Louisville, KY

Merit

New

- Georgia Pacific West, Inc., Philomath, OR
- Weyerhaeuser Longview Pulp, Paper and Packaging, Longview, WA

Merit to Star

- BP Exploration, Alaska - Central Power Station, Prudhoe Bay, AK
- Bechtel Infrastructures, Inc., Portland, OR
- Georgia Pacific West, Inc., Toledo, OR
- TRW Automotive Chassis Systems, Fenton, MI JSHQ

As of February 1, 542 sites were participating in the Federal VPP: 483 in Star, 56 in Merit, and 3 in Demonstration.

As of February 1, 167 sites were participating in State-Plan VPPs: 160 in Star and 7 in Merit.

Mark Your Calendar

OSHA Training Institute Schedule

121A Introduction to Industrial Hygiene for Safety Personnel

Introduces students to the general concepts of industrial hygiene. Topics include the recognition of common health hazards such as air contaminants and noise, hazard evaluation through screening and sampling, and control methods for health hazards including ventilation and protective equipment. Features calibration and use of sampling and monitoring instruments.

Tuition: \$480
Dates: 6/26/01 - 6/29/01

204 Machinery and Machine Guarding Standards

Familiarizes students with various types of common machinery and the related safety standards. Provides guidance on hazards associated with various kinds of machinery and the control of hazardous energy sources (lockout/tagout). Enables participants to recognize hazards and to provide options to achieve abatement. Includes an introduction to robotics, hands-on training in the Training Institute's laboratories, and plant tours.

Tuition: \$912
Dates: 8/02/01 - 8/10/01

206 Maritime Standards

Introduces maritime operations and standards, including the jurisdictional considerations of enforcement. The longshoring segment covers vessel and equipment nomenclature and the application of the longshoring and marine terminal standards. The shipyard segment covers vessel building, repair, and breaking and the application of shipyard standards. Commercial diving and marine construction are also covered. Highlights include field exercises at a working vessel or landship for longshoring orientation and at an operating shipyard for shipyard orientation.

Tuition: \$1,200
Dates: 6/19/01 - 6/29/01

207 Fire Protection and Life Safety

Introduces students to the recognition of potential fire hazards and emergency procedures. Topics include the chemistry of fire, types and effectiveness of extinguishing agents, means of egress, detection and alarm systems, fire brigades, fire prevention plans, and the Life Safety Code of Title 29 Code of Federal Regulations (CFR), Part 1910, Subparts E and L, and referenced National Fire Protection Association codes. Emphasizes hands-on training as students study and use various types of fire protection equipment. Course offered at the Volpentest HAMMER Training Facility, Richland, WA.

Tuition: \$912
Dates: 8/16/01 - 8/24/01

224 Laboratory Safety and Health

Introduces students to hazards associated with laboratories and the control of these hazards. Topics include laboratory safety codes and standards, radiation hazards, biohazards, flammable and electrical hazards, incompatible chemicals, and health effects. Includes discussions of OSHA's laboratory standard, the chemical hygiene plan concept, and safety and health hazards in selected laboratory operations, and an evaluation of laboratory hoods.

Tuition: \$480
Dates: 6/26/01 - 6/29/01

226 Permit-Required Confined Space Entry

Teaches students to recognize, evaluate, prevent, and abate safety and health hazards associated with permit-required confined space entry. Focuses on the specific requirements of 29 CFR 1910.146 (a) through (l) with references to the OSHA directive, letters of interpretation, and preamble rationale. Technical topics include the recognition of confined space hazards, basic information about instrumentation used to evaluate atmospheric hazards, and general permit space ventilation techniques. Features workshops on permit entry classification and program evaluation. Course offered at the Volpentest HAMMER Training Facility, Richland, WA.

Tuition: \$480
Dates: 7/24/01 - 7/27/01

233 Indoor Air Quality

Assists health and safety professionals in evaluating indoor air quality. Focuses on the nature and causes of indoor air problems in office building environments as well as on investigative approaches and solutions. Topics include current air quality and ventilation standards, heating, ventilation and air conditioning system design and operation, survey instrumentation and measurements, control techniques, sources of available help, and special issues such as bioaerosols and radon.

Tuition: \$480
Dates: 6/12/01 - 6/15/01

245 Evaluation of Safety and Health Programs

Focuses on assessing safety and health programs, emphasizing techniques to evaluate the thoroughness of the programs and the effectiveness of their implementation. Supplements OSHA Safety and Health Program Guidelines with OSHA policy, related directives, and the current field manual. Highlights include applying the evaluation and analysis techniques to actual program elements.

Tuition: \$480
Dates: 7/10/01 - 7/13/01

307 Safety and Health in Sawmills and Logging Operations

Introduces the basic components of sawmill operations, from log handling to finished products. Hazards, proper controls, and related OSHA standards are discussed for each operation. Topics include materials handling, electrical hazards, machine guarding, and health hazards.

Tuition: \$1,200
Dates: 7/10/01 - 7/20/01

308 Principles of Scaffolding

Focuses on the safety aspects of scaffolding and current OSHA requirements. Introduces students to the basics of scaffolding operations from installation to dismantling. Topics include supported and suspended scaffolds, aerial lifts, and the interpretation of related standards. Shows installation and dismantling methods and includes a 1-day field exercise.

Tuition: \$480
Dates: 7/31/01 - 8/03/01

309A Electrical Standards

Provides a survey of OSHA's electrical standards and the hazards associated with electrical installations and equipment. Topics include single- and three-phase systems, cord- and plug-connected and fixed equipment, grounding, ground-fault circuit interrupters, and safety-related work practices. Emphasizes electrical hazard recognition and OSHA inspection procedures. Provides hands-on training using various types of electrical test equipment.

Tuition: \$624
Dates: 8/27/01 - 8/31/01

311 Fall Arrest Systems

Provides an overview of state-of-the-art technology for fall protection and current OSHA requirements. Topics include the principles of fall protection, components of fall arrest systems, limitations of fall arrest equipment, and OSHA policies regarding fall protection. Features a 1-day field exercise demonstrating fall protection equipment. Course offered at the Volpentest HAMMER Training Facility, Richland, WA.

Tuition: \$480
Dates: 6/12/01 - 6/15/01

312 Hazardous Waste Site Inspection and Emergency Response for the Construction Industry

Increases students' knowledge of hazardous waste site operations, emergency response procedures, safety and health hazards, and enforcement issues for the construction industry. Topics include the OSHA hazardous waste site and emergency response standard; site operations such as oil removal and handling; decontamination of heavy equipment; drilling; tank and drum removal; Superfund, RCRA, and SARA requirements; personal protective equipment; and construction strategies.

Tuition: \$432
Dates: 7/10/01 - 7/12/01

322 Applied Welding Principles

Increases students' knowledge of the processes and hazards associated with welding operations. Topics include the various types of welding processes such as oxyacetylene, MIG, TIG, and open arc; proper use of each process; personal protective equipment; safety and health hazard recognition and control; and OSHA requirements for general industry and construction. Features demonstrations and hands-on exercises using various types of welding equipment and a half-day field exercise.

Tuition: \$480
Dates: 6/5/01 - 6/8/01

328 Industrial Hygiene Chemistry

Focuses on the laboratory analysis of workplace contaminants. Techniques, methods, and procedures for analyzing industrial hygiene samples are discussed. Topics include microscopy, spectroscopy, chromatography, x-ray analysis, mass spectrometry, methods development, and quality control. Highlights include hands-on training using laboratory instrumentation and a tour of the Salt Lake City Technical Center.

Tuition: \$480
Dates: 6/19/01 - 6/22/01

500 Trainer Course in Occupational Safety and Health Standards for the Construction Industry

Designed for personnel in the private sector interested in teaching the 10- and 30-hour construction safety and health outreach program to their employees and other interested groups. Emphasizes topics required in the 10- and 30-hour programs as well as on those that are the most hazardous, using OSHA standards as a guide. Highlights instructional approaches and the effective use of visual aids and handouts. Allows students to become trainers in the Outreach Program, to conduct a 10- and 30-hour construction safety and health course, and to issue cards to participants verifying course completion.

Tuition: \$624
Dates: 6/25/01 - 6/29/01

502 Update for Construction Industry Outreach Trainers

Designed for personnel in the private sector who have completed the 500 Trainer Course in Occupational Safety and Health Standards for the Construction Industry and who are active trainers in the outreach program. Provides an update on topics such as OSHA construction standards, policies, and regulations.

Tuition: \$432
Dates: 8/21/01 - 8/23/01

510 Occupational Safety and Health Standards for the Construction Industry

Course for private sector personnel covers OSHA policies, procedures, and standards as well as construction safety and health principles. Topics include scope and application of the OSHA construction standards, with emphasis on those areas that are the most hazardous, using OSHA standards as a guide. Graduates receive an OSHA construction safety and health 30-hour course completion card.

Tuition: \$624
Dates: 8/6/01 - 8/10/01

600 Collateral Duty Course for Other Federal Agencies

Introduces federal agency collateral duty (part-time) safety and health personnel to the OSH Act, Executive Order 12196, 29 CFR, Part 1960, and 29 CFR, Part 1910. Teaches students to recognize basic safety and health hazards in their own workplaces and to effectively assist agency safety and health officers in their inspection and abatement efforts. Features a mock inspection of a government facility.

Tuition: \$552
Dates: 7/9/01 - 7/13/01

To register for courses or to receive a training catalog, write: OSHA Training Institute, 1555 Times Drive, Des Plaines, IL 60018; or call (847) 297-4913. Also visit OSHA's website at www.osha.gov. Click on "Outreach."



OSHA Training Institute Education Centers

201A Hazardous Materials

Location: Eastern Michigan University
United Auto Workers
(Livonia, MI) Dates: 6/4/01 - 6/7/01

Location: Georgia Technological
Research Institute Dates: 8/27/01 - 8/31/01

Location: Metropolitan Community
Colleges-Business
and Technology Center Dates: 6/18/01 - 6/21/01

Location: Niagara County
Community College Dates: 8/27/01 - 8/30/01

Location: Texas Engineering
Extension Service Dates: 7/16/01 - 7/20/01

Location: University of California
San Diego Dates: 8/20/01 - 8/23/01

204A Machinery and Machine Guarding Standards

Location: Eastern Michigan University United Auto Workers (Livonia, MI)	Dates: 7/30/01 - 8/2/01
Location: Keene State College	Dates: 8/6/01 - 8/10/01
Location: Metropolitan Community Colleges-Business and Technology Center	Dates: 7/9/01 - 7/12/01
Location: Niagara County Community College	Dates: 6/18/01 - 6/21/01
Location: Red Rocks Community College-Trinidad State Junior College	Dates: 7/31/01 - 8/3/01

222A Respiratory Protection

Location: Great Lakes OSHA Training Consortium (Cincinnati, OH)	Dates: 8/22/01 - 8/24/01
Location: Keene State College (Keene, NH)	Dates: 6/4/01 - 6/7/01
Location: Metropolitan Community Colleges-Business and Technology Center	Dates: 6/18/01 - 6/21/01 8/20/01 - 8/23/01
Location: National Resource Center for OSHA Training (Silver Spring, MD)	Dates: 6/18/01 - 6/21/01
Location: National Safety Education Center (Elgin, IL)	Dates: 6/5/01 - 6/7/01
Location: Niagara County Community College	Dates: 7/16/01 - 7/19/01
Location: Texas Engineering Extension Service (Austin, TX)	Dates: 8/27/01 - 8/30/01
Location: Texas Engineering Extension Service (Houston, TX)	Dates: 7/9/01 - 7/12/01
Location: University of Washington Seattle	Dates: 8/13/01 - 8/15/01

OSHA Training Institute Education Centers

The OSHA Training Institute also has a program for other institutions to conduct OSHA courses for the private sector and federal agencies. These include Eastern Michigan University/United Auto Workers, Ypsilanti, MI, (800) 932-8689; Georgia Technological Research Institute, Atlanta, GA, (800) 653-3629; Great Lakes OSHA Training Consortium, St. Paul, MN, (800) 493-2060; Keene State College, Manchester, NH, (800) 449-6742; Metropolitan Community Colleges-Business and Technology Center, Kansas City, MO, (800) 841-7158; National Resource Center for OSHA Training, Washington, DC, (800) 367-6724; National Safety Education Center, DeKalb, IL, (800) 656-5317; Niagara County Community College, Lockport, NY, (800) 280-6742; Red Rocks Community College and Trinidad State Junior College, Lakewood, CO, (800) 933-8394; Texas Engineering Extension Service, Mesquite, TX, (800) 723-3811; University of California, San Diego, CA, (800) 358-9206; and University of Washington, Seattle, WA, (800) 326-7568.

For tuition rates and registration information, contact the institution offering the courses and see also OSHA's website at www.osha.gov. For alternate course locations noted in parentheses, contact the institution for more information.

225 Principles of Ergonomics Applied to Work-Related Musculoskeletal and Nerve Disorders

Location: Eastern Michigan University
United Auto Workers Dates: 8/20/01 - 8/22/01

Location: Great Lakes OSHA
Training Consortium
(Cincinnati, OH) Dates: 7/23/01 - 7/25/01

Location: Great Lakes OSHA
Training Consortium
(St. Paul, MI) Dates: 8/22/01 - 8/24/01

Location: National Resource
Center for OSHA
Training (Silver Spring, MD) Dates: 7/23/01 - 7/26/01

Location: Niagara County
Community College Dates: 6/25/01 - 6/28/01

Location: Texas Engineering
Extension Service
(San Antonio, TX) Dates: 6/11/01 - 6/13/01

Location: University of California
San Diego Dates: 8/13/01 - 8/16/01

226 Permit-Required Confined Space Entry

Location: Georgia Technological
Research Institute Dates: 6/11/01 - 6/14/01

Location: Great Lakes OSHA
Training Consortium
(St. Paul, MN) Dates: 8/22/01 - 8/24/01

Location: Metropolitan Community
Colleges-Business
and Technology Center Dates: 7/23/01 - 7/25/01

Location: National Safety
Education Center
(Itasca, IL) Dates: 8/7/01 - 8/9/01

Location: Niagara County
Community College Dates: 6/18/01 - 6/21/01

Location: Red Rocks Community
College-Trinidad State
Junior College Dates: 7/30/01 - 8/1/01

Location: University of California San Diego
Dates: 6/11/01 - 6/13/01
8/20/01 - 8/22/01

Location: University of Washington Seattle
Dates: 7/16/01 - 7/18/01

301 Excavation, Trenching and Soil Mechanics

Location: Great Lakes OSHA Training Consortium (Cincinnati, OH)
Dates: 8/21/01 - 8/24/01

Location: Keene State College
Dates: 7/9/01 - 7/12/01

Location: Metropolitan Community Colleges-Business and Technology Center
Dates: 8/27/01 - 8/30/01

Location: Niagara County Community College
Dates: 7/23/01 - 7/26/01

Location: Red Rocks Community College-Trinidad State Junior College
Dates: 8/27/01 - 8/30/01

Location: Texas Engineering Extension Service (Houston, TX)
Dates: 6/4/01 - 6/6/01

309A Electrical Standards

Location: Eastern Michigan University United Auto Workers (Livonia, MI)
Dates: 7/9/01 - 7/12/01

Location: Georgia Technological Research Institute
Dates: 6/4/01 - 6/8/01

Location: Great Lakes OSHA Training Consortium (Cincinnati, OH)
Dates: 7/24/01 - 7/27/01

Location: National Safety Education Center (Itasca, IL)
Dates: 6/4/01 - 6/8/01

Location: Niagara County Community College
Dates: 8/20/01 - 8/23/01

Location: Red Rocks Community College-Trinidad State Junior College
Dates: 8/28/01 - 8/31/01

Location: Texas Engineering Extension Service Dates: 7/9/01 - 7/13/01

Location: University of Washington (Portland, OR) Dates: 6/4/01 - 6/7/01

500 Trainer Course in Occupational Safety and Health Standards for the Construction Industry

Location: Georgia Technological Research Institute (Clearwater, FL) Dates: 7/9/01 - 7/13/01

Location: Georgia Technological Research Institute (Nashville, TN) Dates: 8/13/01 - 8/17/01

Location: Great Lakes OSHA Training Consortium (Cincinnati, OH) Dates: 8/20/01 - 8/23/01

Location: Great Lakes OSHA Training Consortium (Columbus, OH) Dates: 6/12/01 - 6/15/01

Location: Keene State College Dates: 8/27/01 - 8/31/01

Location: Keene State College (Auburn, ME) Dates: 6/11/01 - 6/15/01

Location: Keene State College (North Haven, CT) Dates: 8/20/01 - 8/24/01

Location: National Resource Center for OSHA Training (Morgantown, WV) Dates: 8/27/01 - 8/30/01

Location: National Resource Center for OSHA Training (Philadelphia, PA) Dates: 6/11/01 - 6/14/01

Location: National Resource Center for OSHA Training (Scranton, PA) Dates: 8/6/01 - 8/9/01

Location: National Resource Center for OSHA Training (Silver Spring, MD) Dates: 7/9/01 - 7/12/01

Location: National Safety Education Center (Hillside, IL) Dates: 6/11/01 - 6/15/01
8/20/01 - 8/24/01



Location: Niagara County Community College	Dates: 6/11/01 - 6/14/01 8/13/01 - 8/16/01
Location: Niagara County Community College (Garden City, NY)	Dates: 6/25/01 - 6/28/01
Location: Red Rocks Community College-Trinidad State Junior College	Dates: 6/4/01 - 6/7/01 7/9/01 - 7/12/01 8/6/01 - 8/9/01
Location: Texas Engineering Extension Service	Dates: 6/18/01 - 6/22/01 8/20/01 - 8/24/01
Location: Texas Engineering Extension Service (Houston, TX)	Dates: 7/23/01 - 7/27/01
Location: Texas Engineering Extension Service (Little Rock, AR)	Dates: 8/6/01 - 8/10/01
Location: University of California San Diego	Dates: 6/4/01 - 6/7/01 8/6/01 - 8/9/01
Location: University of California (Los Angeles, CA)	Dates: 8/20/01 - 8/23/01
Location: University of Washington Seattle	Dates: 6/25/01 - 6/28/01

501 Trainer Course in Occupational Safety and Health Standards for General Industry

Location: Eastern Michigan University United Auto Workers	Dates: 7/16/01 - 7/19/01
Location: Eastern Michigan University United Auto Workers (Findlay, OH)	Dates: 8/13/01 - 8/16/01
Location: Georgia Technological Research Institute (Clearwater, FL)	Dates: 7/9/01 - 7/13/01
Location: Great Lakes OSHA Training Consortium (St. Paul, MN)	Dates: 6/25/01 - 6/28/01
Location: Great Lakes OSHA Training Consortium (Cincinnati, OH)	Dates: 8/20/01 - 8/23/01
Location: Keene State College	Dates: 6/18/01 - 6/22/01 8/20/01 - 8/24/01
Location: Keene State College (Auburn, ME)	Dates: 8/13/01 - 8/17/01
Location: Keene State College (North Haven, CT)	Dates: 8/8/01 - 8/18/01
Location: Keene State College (Springfield, MA)	Dates: 6/4/01 - 6/8/01
Location: Metropolitan Community Colleges-Business and Technology Center	Dates: 6/11/01 - 6/14/01 7/23/01 - 7/26/01
Location: National Resource Center for OSHA Training (Morgantown, WV)	Dates: 6/11/01 - 6/14/01
Location: National Resource Center for OSHA Training (Philadelphia, PA)	Dates: 7/23/01 - 7/26/01
Location: National Resource Center for OSHA Training (Silver Spring, MD)	Dates: 8/20/01 - 8/23/01
Location: National Safety Education Center (Elgin, IL)	Dates: 7/9/01 - 7/13/01





Location: National Safety Education Center (Itasca, IL)	Dates: 6/18/01 - 6/22/01
Location: Niagara County Community College	Dates: 6/4/01 - 6/7/01 7/9/01 - 7/12/01 8/6/01 - 8/9/01
Location: Red Rocks Community College-Trinidad State Junior College	Dates: 6/11/01 - 6/14/01 7/16/01 - 7/19/01 8/13/01 - 8/16/01
Location: Texas Engineering Extension Service	Dates: 6/4/01 - 6/8/01 7/9/01 - 7/13/01 8/13/01 - 8/17/01
Location: Texas Engineering Extension Service (Austin, TX)	Dates: 6/25/01 - 6/29/01
Location: Texas Engineering Extension Service (Corpus Christi, TX)	Dates: 7/23/01 - 7/27/01
Location: Texas Engineering Extension Service (Houston, TX)	Dates: 6/18/01 - 6/22/01 8/6/01 - 8/10/01
Location: Texas Engineering Extension Service (San Antonio, TX)	Dates: 8/20/01 - 8/24/01
Location: University of California San Diego	Dates: 7/23/01 - 7/26/01
Location: University of California (Honolulu, HI)	Dates: 6/11/01 - 6/14/01
Location: University of Washington Seattle	Dates: 8/6/01 - 8/9/01
Location: University of Washington (Portland, OR)	Dates: 8/21/01 - 8/24/01

502 Update for Construction Industry Outreach Trainers

Location: Eastern Michigan University United Auto Workers (Online Course)	Dates: 6/1/01 8/1/01
Location: Georgia Technological Research Institute	Dates: 7/24/01 - 7/26/01
Location: Great Lakes OSHA Training Consortium (Cincinnati, OH)	Dates: 8/7/01 - 8/9/01

Location: Keene State College (Groton, CT)	Dates: 8/27/01 - 8/29/01
Location: Keene State College (North Haven, CT)	Dates: 7/16/01 - 7/18/01
Location: Metropolitan Community Colleges-Business and Technology Center	Dates: 6/25/01 - 6/27/01
Location: National Resource Center for OSHA Training (Morgantown, WV)	Dates: 6/4/01 - 6/6/01
Location: National Resource Center for OSHA Training (Silver Spring, MD)	Dates: 8/13/01 - 8/15/01
Location: National Safety Education Center (Hillside, IL)	Dates: 6/5/01 - 6/7/01
Location: Niagara County Community College	Dates: 7/30/01 - 8/1/01
Location: Red Rocks Community College-Trinidad State Junior College	Dates: 8/20/01 - 8/22/01
Location: Texas Engineering Extension Service	Dates: 6/18/01 - 6/20/01 8/20/01 - 8/22/01

503 Update for General Industry Outreach Trainers

Location: Eastern Michigan University United Auto Workers (Findlay, OH)	Dates: 6/19/01 - 6/21/01
Location: Eastern Michigan University United Auto Workers (Online Course)	Dates: 6/1/01 8/1/01
Location: Georgia Technological Research Institute	Dates: 6/19/01 - 6/21/01
Location: Great Lakes OSHA Training Consortium (Cincinnati, OH)	Dates: 8/8/01 - 8/10/01
Location: Keene State College	Dates: 6/13/01 - 6/15/01
Location: Keene State College (North Haven, CT)	Dates: 7/18/01 - 7/20/01

Location: Metropolitan Community Colleges-Business and Technology Center	Dates: 8/27/01 - 8/29/01
Location: National Resource Center for OSHA Training (Silver Spring, MD)	Dates: 7/16/01 - 7/18/01
Location: National Safety Education Center (Itasca, IL)	Dates: 7/17/01 - 7/19/01
Location: Niagara County Community College	Dates: 7/31/01 - 8/2/01
Location: Red Rocks Community College-Trinidad State Junior College	Dates: 8/22/01 - 8/24/01
Location: Texas Engineering Extension Service	Dates: 6/4/01 - 6/6/01 8/13/01 - 8/15/01

510 Occupational Safety and Health Standards for the Construction Industry

Location: Eastern Michigan University United Auto Workers (Livonia, MI)	Dates: 7/24/01 - 7/27/01
Location: Eastern Michigan University United Auto Workers (Online Course)	Dates: 8/1/01
Location: Keene State College	Dates: 7/23/01 - 7/27/01
Location: Keene State College (Groton, CT)	Dates: 6/11/01 - 6/15/01
Location: Metropolitan Community Colleges-Business and Technology Center	Dates: 6/4/01 - 6/7/01
Location: National Resource Center for OSHA Training (Silver Spring, MD)	Dates: 6/11/01 - 6/14/01
Location: Niagara County Community College	Dates: 6/5/01 - 6/8/01
Location: Red Rocks Community College-Trinidad State Junior College	Dates: 6/25/01 - 6/28/01

Location: Texas Engineering Extension Service Dates: 6/11/01 - 6/14/01
8/13/01 - 8/16/01

Location: Texas Engineering Extension Service (Houston, TX) Dates: 7/16/01 - 7/19/01

521 OSHA Guide to Industrial Hygiene

Location: Eastern Michigan University United Auto Workers (Livonia, MI) Dates: 7/23/01 - 7/26/01

Location: Eastern Michigan University United Auto Workers (Online Course) Dates: 8/1/01

Location: Keene State College (Keene, NH) Dates: 6/25/01 - 6/29/01

Location: National Resource Center for OSHA Training (Silver Spring, MD) Dates: 8/6/01 - 8/9/01

Location: Niagara County Community College Dates: 8/20/01 - 8/23/01

Location: Red Rocks Community College-Trinidad State Junior College Dates: 6/25/01 - 6/28/01

Location: Texas Engineering Extension Service Dates: 8/20/01 - 8/23/01

Location: Texas Engineering Extension Service (San Antonio, TX) Dates: 6/18/01 - 6/21/01

600 Collateral Duty Course for Other Federal Agencies

Location: Eastern Michigan University United Auto Workers (Online Course) Dates: 8/1/01

Location: Niagara County Community College Dates: 8/27/01 - 8/30/01

Location: Red Rocks Community College-Trinidad State Junior College Dates: 8/7/01 - 8/10/01

Location: University of California San Diego Dates: 8/13/01 - 8/16/01

Location: University of Washington (Portland, OR) [JSHQ](#) Dates: 7/9/01 - 7/12/01



OSHA at 30:

Three Decades of Progress in Occupational Safety and Health

by Susan Hall Fleming

The late '60s was a turbulent time in America. The nation faced serious concerns both abroad and at home. Civil rights, women's rights, Vietnam, and the environment all demanded the country's attention.

At the same time, occupational injuries and illnesses were increasing in both number and severity. Disabling injuries increased 20 percent during the decade, and 14,000 workers were dying on the job each year. In pressing for prompt passage of workplace safety and health legislation, New Jersey Senator Harrison A. Williams Jr. said, "The knowledge that the industrial accident situation is deteriorating, rather than improving, underscores the need for action now." He called attention to the need to protect workers against such hazards as noise, cotton dust, and asbestos, all now covered by OSHA standards.

In the House, Representative William A. Steiger worked for passage of a bill. "In the last

OSHA helps protect workers in a wide range of occupations against workplace hazards.



President Richard M. Nixon signs the Occupational Safety and Health Act of 1970 that establishes OSHA.

25 years, more than 400,000 Americans were killed by work-related accidents and disease, and close to 50 million more suffered disabling injuries on the job,” he pointed out during the debate. “Not only has this resulted in incalculable pain and suffering for workers and their families, but such injuries have cost billions of dollars in lost wages and production.”

On December 29, 1970, President Richard M. Nixon signed

The Occupational Safety and Health Act of 1970, also known as the Williams-Steiger Act in honor of the two men who pressed so hard for its passage.

The Act established three permanent agencies:

- the Occupational Safety and Health Administration (OSHA) within the Labor Department to set and enforce workplace safety and health standards;
- the National Institute for Occupational Safety and Health (NIOSH) in what was then the Department of Health, Education and Welfare to conduct research on occupational safety and health; and
- the Occupational Safety and Health Review Commission (OSHRC), an independent agency to adjudicate enforcement actions challenged by employers.

Known initially as “the safety bill of rights,” the OSH Act charged

OSHA with assuring safe and healthful conditions for working men and women. From its earliest days, OSHA was a small agency with a big mission. When the agency opened for business in April 1971, OSHA covered 56 million workers at 3.5 million workplaces. Today, 105 million private-sector workers and employers at 6.9 million sites look to OSHA for guidance on workplace safety and health issues.

OSHA was created because of public outcry against rising injury and death rates on the job. Through the years the agency has focused its resources where they can have the greatest impact in reducing injuries, illnesses, and deaths in the workplace.

Over the past three decades, agency strategies have evolved in keeping with events and needs of the times. In response to tragedies, OSHA established a standard to prevent grain elevator explosions and published a process safety management standard to forestall chemical catastrophes caused by inadequate planning and safety systems. OSHA has also focused on emerging health issues such as bloodborne pathogens and musculoskeletal disorders.

OSHA’s enforcement strategy has evolved from initially targeting a few problem industries to zeroing in on high-hazard industries and more recently, pinpointing specific sites with high injury rates. Education and outreach have played important roles in dealing with virtually every safety or health issue.

In the beginning...

OSHA’s first task was to assemble a staff and, following its congressional mandate, to adopt federal standards and voluntary

From its first days, OSHA has been a small agency with a big mission.



OSHA's outreach includes free onsite consultations to help eliminate hazards in small businesses, and Voluntary Protection Programs that recognize worksites with outstanding safety and health programs.

consensus standards in place at organizations such as the American National Standards Institute, the National Fire Protection Administration, and the American Conference of Governmental Industrial Hygienists. Congress gave OSHA 2 years to put an initial base of standards in place by adopting these widely recognized and accepted standards. Other standards were to be issued through notice and comment rulemaking.

OSHA published its first consensus standards on May 29, 1971.

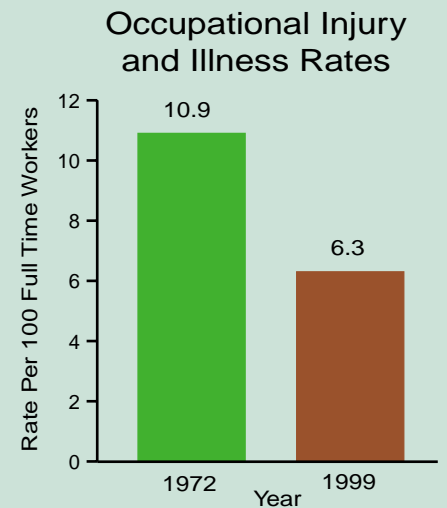
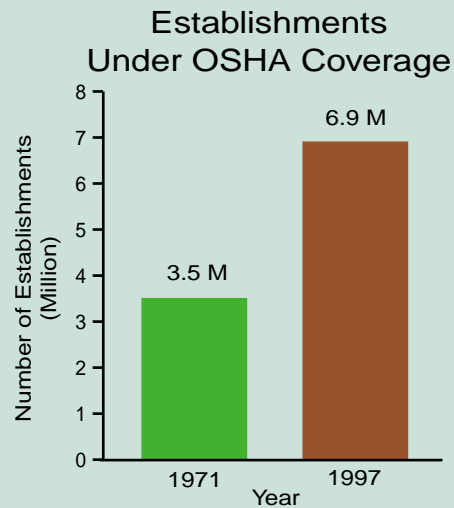
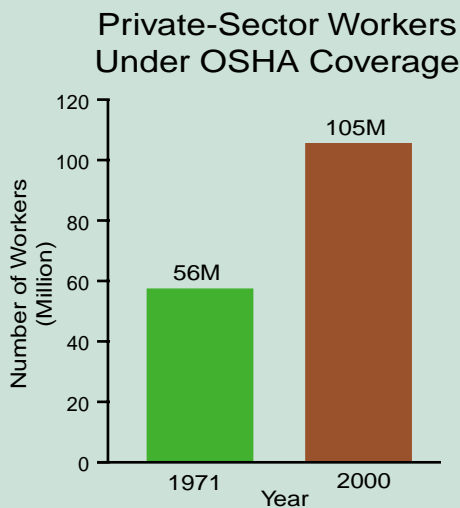
Some of those standards, including permissible exposure limits for more than 400 toxic substances, remain in effect today. Others have been updated or expanded through public rulemaking, dropped as unnecessary or overly specific, or amended to clarify their intent.

OSHA's first original standard limited worker exposure to asbestos, a proven carcinogen. Standards for a group of carcinogens, vinyl chloride, coke oven emissions, cotton dust, lead,

benzene, dibromochloropropane, arsenic, acrylonitrile, and hearing conservation followed. Early standards responded to health issues well known to the occupational safety and health community.

During this period, OSHA employed several enforcement strategies. Initially the agency emphasized voluntary compliance with inspections dedicated to catastrophic accidents and the most dangerous and unhealthful workplaces. Later, the agency adopted a "get tough" stance that evolved to a more targeted approach based on significant hazards. OSHA further refined its inspection targeting system in the late 1970s to focus 95 percent of health inspections on industries with the most serious problems. The agency also established special emphasis programs focused on foundries and grain elevators.

Congress recognized when debating safety and health legislation that several states already were operating effective occupational safety and health programs. The law, therefore, provided an option for states that wanted to run their own OSHA programs to apply to OSHA to do so. States could receive up to



OSHA 30-Year Milestones

Since OSHA's establishment in 1971, workplace fatalities have been cut by 60 percent, and occupational injury and illness rates, by 40 percent. At the same time, U.S. employment has nearly doubled from 56 million workers at 3.5 million worksites to 105 million workers at nearly 6.9 million sites. The following milestones mark the agency's progress over the past 30 years in improving working environments for America's work force.

December 29, 1970	President Richard M. Nixon signs the <i>Occupational Safety and Health Act of 1970</i> .
May 29, 1971	First standards adopted to provide baseline for safety and health protection in American workplaces.
January 17, 1972	OSHA Training Institute established to instruct OSHA inspectors and the public.
November-December 1972	First states (South Carolina, Montana, Oregon) approved to run their own OSHA programs.
May 20, 1975	Free consultation program created. Nearly 400,000 businesses will participate during the next 25 years.
January 20, 1978	D.C. Court of Appeals decision requires compliance staffing benchmarks for state plans to be considered "fully effective."
April 12, 1978	New Directions grants program created to promote occupational safety and health training and education for employers and workers. (Nearly 1 million students will be trained during the next 22 years.)
June 23, 1978	Cotton dust standard issued to protect 600,000 workers from byssinosis. Cases of "brown lung" will decline from 12,000 to 700 during the next 22 years.
November 14, 1978	Lead standard published to reduce permissible exposures by three-quarters to protect 835,000 workers from damage to nervous, urinary, and reproductive systems. (The construction standard is adopted in 1995.)

50-percent funding from OSHA for their programs once they received OSHA's preliminary approval. Participating states had to adopt a program comparable to the federal one, with standards at least as effective as federal standards. Additionally, states running their own programs were required to cover state and local government employees.

OSHA approved the first state plans, for South Carolina, Montana, and Oregon, in late 1972. Today, 24 states and 2 territories now operate programs covering private-sector and state and local government employees. Connecticut, New Jersey, and New York have state plans that cover public employees only.

States with their own OSHA programs conduct inspections to enforce health and safety standards and provide occupational safety and health training and education. In addition, they provide free onsite consultation to help



Longshoremen are among the workers who have benefited from OSHA's programs.

employers identify and correct workplace hazards. (See related article, page 37.)

Early on, OSHA established its own Training Institute in the Chicago area to instruct its inspectors and provide limited training to employers and employees. During the mid-1970s, OSHA expanded its expertise in occupational health both through increased training and hiring of industrial hygienists to address workplace health issues.

To encourage voluntary compliance and assist businesses, particularly small businesses, OSHA established free onsite consultation programs, delivered through state authorities, in 1975. The agency took its outreach efforts a step further in 1978 with its New Directions grants program. The program provided seed money to other organizations to develop and offer safety and health training to employers and employees.



Adapted from OSHA's regulations for the maritime

February 26, 1980	Supreme Court decision on Whirlpool affirms workers' rights to engage in safety and health-related activities.
May 23, 1980	Medical and exposure records standard finalized to permit worker and OSHA access to employer-maintained medical and toxic exposure records.
July 2, 1980	Supreme Court decision voids OSHA's benzene standard, establishing the principle that OSHA standards must address and reduce "significant risks" to workers.
September 12, 1980	Fire protection standard updated and rules established for fire brigades responsible for putting out nearly 95 percent of worksite fires.
January 16, 1981	Electrical standards updated to simplify compliance and adopt a results-oriented approach to performance standards.
July 2, 1982	Voluntary Protection Programs created to recognize worksites with outstanding safety and health programs. Nearly 700 sites currently participate.
November 25, 1983	Hazard communication standard issued to provide information and training and labeling of toxic materials for manufacturing employers and employees. Other industries are added on August 24, 1987.
November-December 1984	First "final approvals" granted to state plans (Virgin Islands, Hawaii, Alaska), resulting in relinquishment of concurrent federal enforcement authority.
April 1, 1986	First instance-by-instance penalties proposed against an employer—in this case, Union Carbide's plant in Institute, WV, for egregious violations involving respiratory protection and injury and illness recordkeeping.
December 31, 1987	Standard on grain handling facilities adopted to protect 155,000 workers at nearly 24,000 grain elevators from the risk of fire and explosion from highly combustible grain dust.



Among OSHA's initiatives to improve health and safety on farms is a standard requiring rollover protection for farm tractors.

Midstream

In the 1980s, OSHA began to focus on minimizing regulatory burdens. The agency relied more on computers to track its activities and provide accountability. Its goal was to provide a balanced mix of enforcement, education and training, standard-setting, and consultation activities.

Major new health standards introduced during OSHA's second decade included requirements to provide employees access to medical and exposure records maintained by their employers; hazard communication; and more stringent requirements for asbestos, ethylene oxide, formaldehyde, and benzene. Safety standards covered a wide range of issues such as updated fire protection and electrical safety, field sanitation in agriculture, grain handling, hazardous waste operations and emergency response, and lockout/tagout of hazardous energy sources.

In the early 1980s, OSHA worked to refine its inspection targeting system to zero in on the most hazardous companies within the most hazardous industries. On

January 26, 1989	<i>Safety and Health Program Management Guidelines</i> published to encourage voluntary safety and health programs based on Voluntary Protection Program successes.
March 6, 1989	Standard on hazardous waste operations and emergency response issued to protect 1.75 million public and private sector workers exposed to toxic wastes from spills or at hazardous waste sites.
September 1, 1989	Standard on lockout/tagout of hazardous energy sources issued to protect 39 million workers from unexpected activation or start up of machines or equipment, preventing 120 deaths and 50,000 injuries each year.
December 6, 1991	Standard on occupational exposure to bloodborne pathogens published to prevent more than 9,000 infections and 200 deaths per year, protecting 5.6 million workers against AIDS, hepatitis B, and other diseases.
February 24, 1992	Standard on process safety management of highly hazardous chemicals adopted to reduce fire and explosion risks for 3 million workers at 25,000 workplaces, preventing more than 250 deaths and more than 1,500 injuries each year.
October 1, 1992	OSHA Training Institute Education Centers created to make the agency's training courses more widely available to employers, workers, and the public. To date, 12 centers have trained more than 50,000 students.
January 14, 1993	Standard on confined spaces published to prevent more than 50 deaths and more than 5,000 serious injuries annually for 1.6 million workers who enter confined spaces at 240,000 workplaces each year.
February 1, 1993	Maine 200 program created to promote safety and health programs at companies with high numbers of injuries and illnesses.



afety in agriculture are field sanitation requirements equipment.

arrival at a workplace, OSHA inspectors would review an employer's injury records. Employers with injury rates at or below average were exempted from inspection. In 1986, OSHA adopted a policy of imposing instance-by-instance penalties on companies with egregious violations, significantly raising penalties for companies with many willful violations.

OSHA expanded its voluntary compliance efforts in several important ways during the 1980s. Free consultations increased, and the program included, for the first time, a 1-year inspection exemption for employers who participated in a comprehensive consultation visit. In 1982, the agency established the Voluntary Protection Programs to recognize worksites with exemplary safety and health programs. Drawing on its experience with VPP sites, OSHA issued voluntary guidelines for safety and health programs in 1989.

During this period, many states running their own OSHA programs received final approval

June 27, 1994	First Expert Advisor software, GoCad, issued to help employers comply with OSHA's cadmium standard.
August 9, 1994	Standard on fall protection in construction revised to save 79 lives and prevent 56,400 injuries each year.
August 10, 1994	Asbestos standard updated to cut permissible exposures in half for nearly 4 million workers, preventing 42 cancer deaths annually.
September 4, 1995	Formal launch of OSHA's expanded webpage to provide OSHA standards and compliance assistance via the Internet.
June 6, 1996	Phone-fax complaint-handling policy adopted to speed resolution of complaints of unsafe or unhealthful working conditions.
August 30, 1996	Scaffold standard published to protect 2.3 million construction workers and prevent 50 deaths and 4,500 injuries annually.
November 9, 1998	OSHA Strategic Partnership Program launched to improve workplace safety and health through national and local cooperative, voluntary agreements.
April 19, 1999	Site Specific Targeting Program established to focus OSHA resources where most needed—on individual worksites with the highest injury and illness rates.
2000	Final rules published covering ergonomics, recordkeeping, steel erection, needlesticks, and washed cotton. At press time, the rules were under review by the Bush Administration.

from the agency verifying that their programs met all the criteria for OSHA to relinquish concurrent federal enforcement. By the end of the decade, 25 jurisdictions were operating their own OSHA programs.

Third Decade

In its third decade, OSHA re-examined its goals as part of the overall government reinvention process, looking for ways to leverage its resources and increase its impact in reducing workplace

injuries, illnesses, and deaths. The “New OSHA” focused on reducing red tape, streamlining standard setting, and inspecting workplaces that most needed help in protecting employees. The emphasis was on results.

As part of its reinvention effort, the agency reorganized its area offices to provide rapid response to worker complaints and workplace tragedies as well as to focus on long-term strategies to lower job-related fatalities, injuries, and illnesses. OSHA instituted a phone-fax policy to speed the resolution of complaints and focus investigation

resources on the most serious problems.

Many standards published during the 1990s relied on a performance-oriented approach—setting specific goals for worker safety and health—but providing flexibility in how those goals were to be met. Major safety standards included process safety management, permit-required confined spaces, fall protection in construction, electrical safety-related work practices, and scaffolds.

OSHA broke new ground in 1991 by introducing a bloodborne

pathogens standard to address biological hazards. During the 1990s, the agency also updated its asbestos, formaldehyde, methylene chloride, personal protective equipment, and respiratory protection standards; developed a standard covering lead exposure in construction; and issued rules to protect laboratory workers exposed to toxic chemicals. OSHA also issued guidelines for preventing workplace violence in health care and social services work and in late-night retail establishments.

The agency continued to refine its inspection targeting system to

Voices from the Past

Here’s what congressional and presidential leaders were saying three decades ago as they urged passage of a comprehensive occupational safety and health bill to protect America’s workers.

“Today we are asking our workers to perform far different tasks from those they performed 5 or 15 or 50 years ago. It is only right that the protection we give them is also up to date.” *President Richard M. Nixon, August 6, 1969*

“The chemical and physical hazards which characterize modern industry are not the problem of a single employer, a single industry, nor a single state jurisdiction. The spread of industry and the mobility of the workforce combine to make the health and safety of the worker truly a national concern.”

Senator Harrison A. Williams Jr.

“The bill reported herewith is the most important piece of legislation affecting American workers to be considered by Congress in many years....There is no dispute that a strong federal occupational health and safety program is necessary if we are to achieve a real diminution in this industrial carnage. The statistics on occupational injury, disease, and death show all too clearly that private industry and the States

are not doing an adequate job of insuring health and safety in the workplace.”

Senator Jacob Javits

“It is estimated that 55 workers die every day because of the failure to have adequate occupational health and safety legislation....We have worked long and hard on this matter. I do not think there is any measure before this body that is anywhere near as important or which rates a higher priority than this legislation.”

Senator Walter Mondale

“In only 4 years time, as many people have died because of their employment as have been killed in almost a decade of American involvement in Vietnam. Over 2 million workers are disabled annually through job-related accidents.”

Representative Carl D. Perkins

“When 75 out of every 100 teenagers now entering the work force can expect to suffer a disabling injury sometime in his working career, I believe it is time that we face the goal of occupational safety and health not as a matter for partisan politics, but as a challenge to the science and technology of our country.”

Representative William S. Broomfield



OSHA's emphasis on safety equipment and procedures has helped reduce on-the-job injuries.

focus on serious violators, proposing sizable penalties when inspectors found sites where safety and health problems were most serious. OSHA looked more closely at ergonomics and published guidelines for the meatpacking industry. In 1990, Congress increased maximum penalties for OSHA violations from \$1,000 to \$7,000 for serious violations and from \$10,000 to \$70,000 for willful and repeat violations.

During the mid-1990s, OSHA began collecting data annually from about 80,000 employers in high-hazard industries to identify sites with high injury and illness rates. In 1999, the agency adopted the Site Specific Targeting Program, which for the first time directed inspections to individual workplaces with the worst safety and health records. Injury and illness rates and fatalities declined significantly during this decade.

Outreach grew as an important component of OSHA's work in the 1990s. To make safety and health training more easily accessible, in 1992 OSHA made available several of its training courses at community colleges and universities by selecting sites as OSHA Training Institute Education

Centers. This move resulted in 12 centers offering courses covering compliance with general safety and health requirements as well as specific topics such as machine guarding.

The agency launched an Internet webpage in the early 1990s, significantly expanding its offerings in 1995 to include all regulations, compliance directives, *Federal Register* notices and many additional materials as well as links to other safety and health resources. OSHA's interactive expert advisor software, which offers

Since OSHA's establishment, worker fatalities have been cut by 60 percent, and injury and illness rates, by 40 percent.

tailor-made guidance for employers in complying with safety and health standards, was also made available via the web.

Emphasis on partnerships increased dramatically in the 1990s, and participation in the agency's premier effort, the Voluntary Protection Programs, increased eight-fold. OSHA also formed partnerships with companies that wanted to improve their safety and health records, beginning with the Maine 200 program, which encouraged employers with many injuries at their sites to find and fix hazards and establish safety and health programs. This cooperative approach led to the OSHA Strategic Partnership Program—special local partnerships emphasizing effective safety and health programs and focusing on specific hazards or industries. OSHA also created national partnerships with ConAgra Refrigerated Foods, the Associated General Contractors, and the Associated Building Contractors.

2000 and Beyond

As the new century began, OSHA was broadening its outreach efforts, with new compliance assistance specialists slated to join every area office to provide safety seminars, training, and guidance to employers and employees upon request. The agency significantly increased its Susan Harwood grant program to enable nonprofit groups to provide safety and health training for employers and employees.

More and more the agency used its website to provide information to its customers. Nearly 1.4 million visitors use the site each month for a total of 23 million hits. As many as 300,000 people each month download OSHA's Expert Advisor

software, identified as a finalist in the 2000 Innovations in American Government Awards. The agency recently added an improved small business page, a partnership page, and a workers' page to its website to make its information more readily available and easily accessible. The workers' page enables concerned employees to file complaints online. Along with its counterparts in the European Union, OSHA set up a joint website on job safety and health issues of concern to many countries.

OSHA also published a new user-friendly poster, and the agency's 800 number, prominently displayed on the poster, can now be used to report all complaints, not just life-threatening situations.

In addition, OSHA explored distance learning options via satellite and computer to provide broader access to worker safety and health training. The agency sought to address the challenge of reaching immigrant and temporary workers. Agency staff members also challenged themselves to improve customer service.

On the regulatory front, OSHA completed work on its ergonomics

program standard to reduce musculoskeletal disorders in general industry, updated its recordkeeping rule, and issued a steel erection rule based on negotiated rulemaking. OSHA also revised its bloodborne pathogen standard to clarify the need for employers to consider

occupational injuries are at an all-time low—60 percent lower than 30 years ago. The agency has made great progress, but its work is far from done.

As OSHA looks to its fourth decade, it must continue its focus on reducing injuries, illnesses, and fatalities in traditional industries.

OSHA enters its fourth decade with an ongoing commitment to improving worker safety and health.

adopting safer medical devices to prevent needlesticks.

New rules issued at the end of the Clinton Administration were made part of an overall review by the incoming Bush Administration in January 2001.

OSHA has come a long way in three decades. The U.S. occupational injury rate is 40 percent lower than when OSHA opened for business in 1971. Deaths from

At the same time, it must look ahead to the challenges of the future—new chemicals and other hazards in the workplace, growing service sector industries, and changing work force needs. After 30 years, OSHA is still a small agency with a big mission. [JSHQ](#)

Fleming is a public affairs specialist in OSHA's Office of Public Affairs, Washington, DC.



OSHA's cotton dust standard has dramatically cut rates of "brown lung" disease among textile workers.

US-EU Conference Tackles Safety and Health Issues

by Vivian Allen

Making worksites safer on both sides of the Atlantic was the focus of the second biennial United States (US)-European Union (EU) occupational safety and health conference in San Francisco last fall. The 3-day conference is an outgrowth of the New Transatlantic Agenda and Joint Action Plan signed by the United States and EU. About 100 government, labor, and industry representatives from the United States and the EU's 15 member countries renewed continued collaboration in the area of international safety and health.

During the opening session, head of the U.S. delegation, the then Assistant Secretary for Occupational Safety and Health, Charles Jeffress, told the delegations that worker safety and health issues have been moving toward the forefront of international trade discussions. "We need more models—those which demonstrate excellence," he said. "And we need more mentors—those who shepherd others toward excellence."

Head of the EU industry delegation, Felipe Manzano, noted that although there are similar problems on both sides of the Atlantic, sharing different approaches can be valuable in obtaining solutions.



Marc Sapir, founder and director of the European Trade Union Technical Bureau for Health and Safety and head of the EU labor delegation, urged participants to

Government, labor, and industry representatives explored ways to make worksites safer on both sides of the Atlantic.

recognize improving the health and safety of workers as a legitimate and fundamental objective. He encouraged them to share their different experiences and points of view as they work together toward their common purpose.

"While the U.S. and EU have different laws and languages, we all share a similar goal—to make our workplaces safe and healthy for our workers," said OSHA Coordinator for International Affairs Jacquelyn DeMesme-Gray. "Let our sharing of information at this important conference be a renewed beginning to help bring this goal to fruition."

John Richardson, Deputy Head of the European Union Commission, noted the value of government, labor, and industry working together on key safety and health issues. He called the conference a perfect forum to allow this dialogue to take place.

Frank Mirer, director of Health and Safety for the United Auto Workers, who led the U.S. labor delegation, asked attendees to focus, above all, on their mission of protecting men and women worldwide who go to work every day to earn a living.

Throughout the conference, four work groups held simultaneous sessions tackling key issues that affect workers: ergonomics, safety

and health management systems, worker rights and participation, and small- and medium-sized enterprises.

Gerard Scannell, head of the U.S. industry delegation and president of the National Safety Council, encouraged the delegations to attend the meetings with open minds and to set interim goals to build upon.

The ergonomics work group recommended reviewing and comparing data on the sources of related injuries and illnesses as well as the underreporting of injuries and illnesses. The work group also suggested developing common definitions of hazards and health outcomes within and between the United States and the EU, and describing and evaluating existing standards and regulations to determine their effectiveness. The group advised developing and defining criteria for evaluating interventions directed at injury prevention and developing criteria and methodology to determine best industry work practices.

In the area of safety and health management systems, the work group recommended looking at the importance of workplace safety and health in the educational system,

1998 Conference Results

The first US-EU occupational safety and health conference, held in Luxembourg in 1998, focused on rulemaking, enforcement and innovative compliance techniques, information sharing, and risk assessment and risk management practices. One successful and highly visible outcome of the conference was a joint website that helps the United States and the European Union share information about strategies preventing occupational injuries and illnesses, continue informal exchanges, and demonstrate a joint commitment to improve worker safety and health. See the US-EU website at www.osha-slc.gov/us-eu/.

examining cost-benefit analyses for health and safety management, and reviewing internal benchmarking, accident recordkeeping, and worker involvement.

The group concentrating on worker rights and participation suggested the review of a case study comparing worker participation and risk management for companies that operate in both the United States and the European Union. Participants also endorsed worker participation on specific issues such as access to chemical information and setting exposure limits. The group suggested quantifying the costs of ineffective safety and health programs in terms of

their effects on employers, workers, the economy, and society as a whole.

The AFL-CIO and the European Trade Union Confederation issued a joint statement underlying the need for increased worker participation in decisions involving health and safety in all public and private businesses.

The work group dealing with small- and medium-sized businesses recommended special links on the United States-European Union website specific to these entities, and that various translations of safety and health publications be online as well.

For additional information about the conference or to obtain a full list of United States-European Union participants, contact OSHA's Coordinator of International Affairs, Jacquelyn DeMesme-Gray by phone at (202) 693-1944 or by e-mail at Jacquelyn.Gray@dol.gov. JSHQ

Allen is a program analyst in the OSHA Directorate of Policy.



Delegates discuss key issues that affect worker health and safety.

Improving the Workplace for Temporary Employees: It's the Right Choice

by Howard Eberts and William Wilkerson



The Choice program helps protect temporary employees like this one working on resistance welding machines.

Paul was starting his second week of work as a temporary employee for an automotive parts supplier company. His first day on the job, another employee had shown him how to operate a machine that stamped out metal parts. Paul, anxious to make a good impression so he'd be offered a full-time position with the company,

watched for about 15 minutes, then said he thought he knew how to do it correctly.

Little did he know that he was about to get his first real safety training with the company the hard way!

When a parts holder on the machine came apart, Paul's team leader told him to replace the

broken "die." Paul climbed between the "safety light curtains" onto the machine's rotating table that feeds a 120-ton mechanical power press, then unbolted the broken die.

Paul didn't know anything about die-setting procedures or how to lock out a machine before working on it. He also didn't know that the company had bypassed a two-hand control safety feature on the rotating table so it could feed the parts faster to the mechanical power press.

While Paul was working on the machine, his head was under the upper die. The power press cycled, knocking his head to the side. Paul narrowly escaped having his head crushed by the press, but lost part of his arm.

Unfortunately, this story is much too common for temporary employees in today's work force. The temporary help industry is one of the fastest-growing industries in the United States, according to the American Staffing Association. During the past 25 years, the number of employees assigned each day has skyrocketed from fewer than 200,000 to nearly 3 million, with an annual payroll of nearly \$72 billion in 1998. Average daily employment for temporary help services has increased an average of 11 percent annually during the last 5 years. Nationwide, about 7,000 staffing companies with 19,400 offices have been in business a year or more.

Likewise, Occupational Safety and Health Administration inspectors have noticed an increase in serious accidents involving temporary workers. The agency's Cincinnati Area Office issued citations with proposed penalties of more than \$1 million against one company that used temporary employees to avoid paying workers'

compensation costs, yet failed to train these workers to safely operate the equipment they were using. As a result, many temporary employees at the company lost hands and fingers on the job. The Columbus OSHA Office also inspected several companies that experienced higher rates of injuries to temporary employees.

OSHA's investigations revealed three major problem areas involving temporary employees:

- Exposure to unsafe workplace conditions;
- Lack of experience and inadequate, if any, training; and
- Failure of companies to maintain adequate injury and illness records of temporary employees.

The Columbus and Cincinnati OSHA Offices decided to face this problem head on. They approached the industry and the State of Ohio to jointly develop the "Choice program" for temporary employees.

The Choice Program

The Choice program is the nation's first OSHA program

The Choice program is the nation's first OSHA program focused on reducing serious injuries among temporary employees.

focused on reducing serious injuries among temporary employees. The program began in mid-1996 when OSHA staffers from the Columbus and Cincinnati Area Offices and the state's OSHA Onsite Consultation program met with representatives from 20 temporary companies and the Ohio Staffing Services Association to discuss the problem.

What emerged from a series of meetings was the framework for the Choice program, including a directive outlining the commitments of OSHA and the participating temporary help companies. The program included a format for free training seminars to be conducted by OSHA and directed at common safety and health

hazards confronted by temporary workers. OSHA and the Ohio Bureau of Workers' Compensation's Division of Safety and Hygiene jointly produced and distributed a free videotape for companies in the program to use to train their temporary workers in safety, health hazards, and workplace rights.

Deborah Zubaty, Area Director of OSHA's Columbus Area Office, knew it was critical that temporary staffing companies be well represented during the development of an OSHA initiative to address temporary employees. "We wanted to reach a consensus among temporary staffing companies on how to best address injuries to their employees," says Zubaty. "We also wanted to expand on the best methods that temporary companies were already using that actually worked to reduce injuries and illnesses."

William Murphy, Area Director of Cincinnati's OSHA Area Office, said that made the involvement of temporary companies in the effort especially important. "We needed input from these companies as to what OSHA could do to improve injury rates in their industry," says Murphy. "We also educated these companies on OSHA's enforcement program and provided them with compliance assistance materials."



OSHA staff members discussing the Choice program are, from left, Deborah Zubaty, William Wilkerson, and William Murphy.

OSHA Onsite Consultation

The OSHA Onsite Consultation program offered technical and compliance assistance to the smaller employers involved in the Choice program.

All states and the District of Columbia, Guam, Puerto Rico, and the U.S. Virgin Islands have OSHA Onsite Consultation programs to serve private-sector employees within their jurisdictions. Federal OSHA helps fund the programs and state governments using well-trained professionals to deliver the services.

The programs offer employers free consultations, on request, to help them identify and correct specific hazards at their worksites and improve their occupational and health management systems. In some cases, employers even qualify for an exemption from routine OSHA inspections.

Consultations include an appraisal of all workplace mechanical systems, physical work practices, and environmental hazards as well as the employer's current job safety and health program. Employers may request consultants to provide training and education services at or away from the worksite.

Consultants do not propose penalties or issue citations for hazards identified by the consultant. The results of the consultation are confidential, and the information gathered is not routinely reported to OSHA's enforcement staff. The employer's only obligation is to correct all serious hazards and potential safety and health violations identified during the consultation.

Consultation assistance is available to employers with fewer than 250 employees at a fixed site and no more than 500 nationwide.

For more information, visit the OSHA website at www.osha.gov and click on *Outreach*.

OSHA also partnered with the Ohio Bureau of Workers' Compensation (BWC) Division of Safety and Hygiene to develop and implement the Choice program and to make temporary agencies more aware of the resources offered by the state.

Bob Brockmeyer, former statewide coordinator of machine guarding and hazardous energy control for the BWC division, was delighted with the cooperation demonstrated between OSHA and industry representatives during the planning meetings. "OSHA was very open with them, instead of just saying 'This is how it's going

to be,'" Brockmeyer says. As a result, he says, the participating temporary agencies "gave us some really good ideas."

CBS Personnel Services was among the temporary agencies that helped develop the Choice program. Kathy Bernard, the company's Executive Vice President of Corporate Risk Management and General Counsel, says the program was needed "to help put all temporary companies on a level playing field."

Bernard realizes that many host companies aren't overly concerned about safety and health—and as a result, doing business with those

companies is not profitable for temporary companies. "We do a thorough safety and health evaluation of potential host companies before we supply temporary workers to them," she says. "And if a company does not work with us on safety and health issues, we do not want to work with them. This has resulted in much lower injury rates for our temporary employees, which translates to lower workers' compensation costs."

Bernard also believes that "Temporary companies need to get more involved with safety and health in the workplaces where they are sending temporary employees, and OSHA's Choice program helps accomplish this."

The Cincinnati and Columbus Area Offices officially launched the program in 1997. At the time, temporary employment services made up 12 of the state's 100 employers with the most workers' compensation claims. According to data from the Ohio Bureau of Workers' Compensation, these 12 employers accounted for almost 6,000 workers' compensation claims, with total costs exceeding \$8.4 million.

To promote the program, OSHA staff mailed invitations to all temporary help companies in the Columbus and Cincinnati jurisdictions asking them to participate in the program. The Ohio Staffing Services Association also endorsed this program and sent a mailing announcing it to OSSA members. Thirty companies initially signed up for the program, and enrollment has expanded to 56 companies in the Cincinnati and Columbus areas. OSHA's Cleveland and Toledo Area Offices are currently rolling out the Choice program to include the entire State of Ohio.

It's Your Choice

The Choice program encourages temporary companies to proactively promote safety and health issues among their temporary employees as well as the host companies, or clients, to which they supply temporary employees.

To enter the OSHA Choice program, a company agrees to the following:

- Provide its temporary employees general safety and health training related to the work environment in which they will likely be placed. At a minimum, temporary employees receive general non-site-specific training in safe lifting practices and ergonomics, personal protective equipment, electrical safety, machine guarding, fall hazards and protection, and chemical hazard communication. They also receive training in employee and employer rights and responsibilities under Section 11(c) of the OSH Act, which prohibits employers from discriminating against employees for complaining of unsafe working conditions or filing an OSHA complaint. OSHA invited service companies that signed up for this program to attend a free “train-the-trainer” session to help the companies identify basic workplace hazards. OSHA also provided free sample safety and health programs and a videotape to help meet this requirement.
- Document that each temporary employee has completed the general safety training.
- Notify host employers of their obligation to provide the temporary employees site-specific training in all areas as required by OSHA standards.



Representatives of temporary help agencies brainstorm with OSHA staffers to form the framework for the Choice program.

- Conduct site visits to the work areas of the temporary employees as necessary to ensure that they are not being used outside their skill and training levels, and to work with the host

employer to address any unsafe conditions. For small temporary staffing companies that do not have the resources to conduct these visits, the OSHA Onsite Consultation program will assist in this effort.

- Establish and maintain a mechanism for temporary employees to address safety and health concerns. The temporary staffing company also will work with the host employer to promptly address any potential safety hazards or unsafe conditions.
- Participate in annual evaluations of the Choice program.

OSHA actively promotes the Choice program and the participating Choice companies in outreach efforts and speeches. Participation has proven to be a boost to some companies that joined the Choice program after being asked by their host company if they were a member.

The Choice program also expands on OSHA's traditional

The program encourages temporary companies to promote safety and health issues among their temporary employees as well as their host companies.

enforcement efforts to include a review of how host companies use temporary employees. OSHA's Columbus and Cincinnati offices added a temporary employee component to all their enforcement inspections. During the inspections, OSHA compliance officers determine whether temporary employees are used at the company and if so, whether they receive adequate training or are

safety as well as recognition of health and specific jobsite hazards. The training makes them far less likely to be exposed to serious safety and health hazards on the job.

Seventy-four percent of Choice program companies that participated in the 2000 OSHA evaluation said the program had a positive effect on their business. Twenty-four percent believed they already

and health training to all their temporary employees before sending them to their host employer. This has helped make temporary employees more aware of the potential safety and health hazards they could encounter on the job—a fact that several Choice companies said they promote to prospective clients.

Rhonda Tisko, Executive Vice President of Act-1 Staffing and a Choice member, believes the program helped her company get more involved with the safety environment at the host companies where it was sending temporary employees. Tisko thinks OSHA's safety and health training and compliance assistance materials also helped make walk-throughs of potential host companies more meaningful. "We now do safety and health walk-throughs of potential host companies all the time," says Tisko. "We have even turned away some business because we felt that the company did not provide a safe work environment for our temporary employees."

The improved safety culture at Act-1 Staffing has shown improvements in its bottom line. That's because fewer accidents means fewer workers' compensation claims and related costs. In 1998, Act-1 had 129 workers' compensation injury claims, including 14 lost-time claims for its 5,207 temporary employees, or .025 claims per employee. The company's workers' compensation premiums were \$381,000 for the year. One year later, after joining the Choice program, Act-1's workers' compensation claims dropped to 85 claims, including 5 lost-time claims, or .013 claims per employee—despite increasing its work force to 6,475 temporary employees. In just 1 year, the

Companies in the Choice program ensure that their employees receive training in general safety as well as recognition of health and specific jobsite hazards.

exposed to serious safety or health hazards. Using temporary employees from a Choice company does not eliminate the need for host companies to provide additional site-specific training for employees and a workplace free from hazards.

The OSHA offices in Columbus and Cincinnati also inspect all serious complaints and referrals that allege that temporary employees are exposed to serious hazards. By focusing more enforcement resources on host employers that continue to put temporary employees at risk, OSHA is able to leverage host companies with poor safety and health records for their own workers (especially temporary workers) to improve their programs and consider using Choice partners.

Has It Helped?

Companies in the Choice program ensure that their employees receive training in general

had effective safety and health programs in place when they joined the Choice program and that it had no effect on their business. None of the participating companies thought the program had a negative effect on their business.

The evaluation showed that 90 percent of the Choice companies performed safety and health walk-throughs of their host companies' workplaces to ensure that their temporary employees worked in safe environments. Several said they had turned down a prospective client due to unsafe conditions that the host company would not correct. Because temporary companies pay workers' compensation costs for injuries to their temporary employees, the company cannot be profitable if it has a large number of serious injuries.

Eighty-four percent of the Choice companies provided safety

company's workers' compensation rate dropped almost 50 percent and its workers' compensation premiums, by 67 percent, to \$124,000.

OSHA's promotion of the Choice Program has encouraged several manufacturing companies to require that their temporary employees come only from Choice companies. "We have encouraged manufacturing companies to use Choice temporary companies because they will already have had some basic safety and health training," says Murphy. "As a result, they are more likely to be aware of unsafe conditions and potentially avoid injuries."

OSHA will continue to promote the Choice program and improve the training and compliance assistance information for temporary companies as it expands the program throughout the State of Ohio. Materials may include tools to help companies develop or evaluate safety and health programs

and perform more effective safety and health walkthroughs at their host companies.

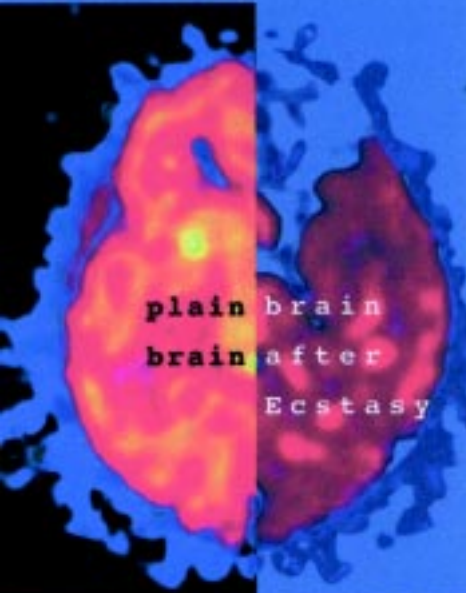
"We are taking very seriously all the suggestions provided to us by all the temporary companies participating in our evaluation of the Choice Program," says Zubaty. "We think we are on the right track by addressing the problem of the high rate of injuries to temporary employees, but since this is new territory for OSHA, we have to learn as we go in order to make the program worthwhile."

OSHA will continue to work with employers and employees in this important, but often overlooked, population. All workers, including temporary employees, have a right to a safe and healthy workplace. And now temporary companies in Ohio can actively participate in this effort if they make the right "Choice."

For more information on the Choice Program, contact Deborah Zubaty in OSHA's Columbus Area Office at (614) 469-5582 or William Murphy in the Cincinnati Area Office at (513) 841-4132. **JSHQ**

Eberts is the Senior Compliance Officer in the OSHA Columbus Area Office. Wilkerson, former Compliance Assistant in the OSHA Cincinnati Area Office, is now Assistant Area Director in the OSHA Milwaukee Area Office.

OSHA's promotion of the program has encouraged several manufacturing companies to require that their temporary employees come only from Choice companies.



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Monsanto Joins VPP Star Ranks

by Matthew Gaines

Monsanto Agricultural Sector in Matthews, MO, recently became the first facility of its kind to be approved as a *Star* site under the OSHA Voluntary Protection Programs (VPP).

The facility, about 150 miles south of St. Louis, is a complex operation, part production and part farming, that employs 14 full-time and 12 part-time employees and as many as 30 temporary workers during the production phase. Workers in the facility's Pre-Foundation Division grow and produce parent soybean seed to sell to a network of 500 contract growers in 4 states. The growers plant and harvest the seed crop, then ship it to the Matthews facility's Production Division. There, the workers process the seed for distribution throughout the Southern United States.

These operations present hazards associated with both production and farming equipment, so the facility has adopted a safety and health program that addresses both areas.

The OSHA team that visited the facility last year to determine its eligibility for the VPP was particularly impressed with its accident investigation policy. The policy clearly defines responsibilities and procedures in the event of accidents, incidents, and

"near-misses." It also specifies that all investigations must include input from the victim, supervisor, and any witnesses. Investigators document their findings on a standardized form and recommend specific hazard corrections. A careful analysis of the root cause helps ensure appropriate corrective action to eliminate or control the hazard to prevent similar accidents in the future. All employees receive written reports of the investigation and the corrective actions taken.

The Matthews site's injury statistics attest to the success of its safety and health program. The facility's 3-year injury incidence rate for 1997 to 1999 was 5.6 per 100 full-time employees—60 percent below the 1998 Bureau of Labor Statistics' average for similar industries. The facility's lost- or restricted-workday rate for the same period was 1.4, 18 percent below the BLS industry averages. As of October 11, 2000, the site had no lost-workday injuries in 1,259 days.

Company officials acknowledge that the success of its accident prevention effort depends on the cooperation and active support of all employees. Monsanto treats accident prevention as an operating responsibility that demands the same degree of management and control commit-

ted to other aspects of operational improvement. The management emphasizes employee involvement and a team approach to safety, building safety into every function performed by every employee in the plant. OSHA's VPP team easily recognized how thoroughly the safety and health program is built into the Monsanto organization.

OSHA awarded the site VPP *Star* recognition in August 2000.

"These folks have done a tremendous job of integrating safety and health into everyone's daily working procedures," says Don Delinger, former VPP Manager in OSHA's Regional Office in Kansas, City, MO. "They have turned this facility into a model of safety and health excellence."

Site Safety Director Richard Griffin says the Matthews facility has become a model for more than 200 other Monsanto sites throughout the United States. Managers from those sites visit Matthews to learn what it takes to become a VPP site. Monsanto has set an ambitious corporate goal for all its more than 200 U.S. facilities to achieve VPP *Star* status.

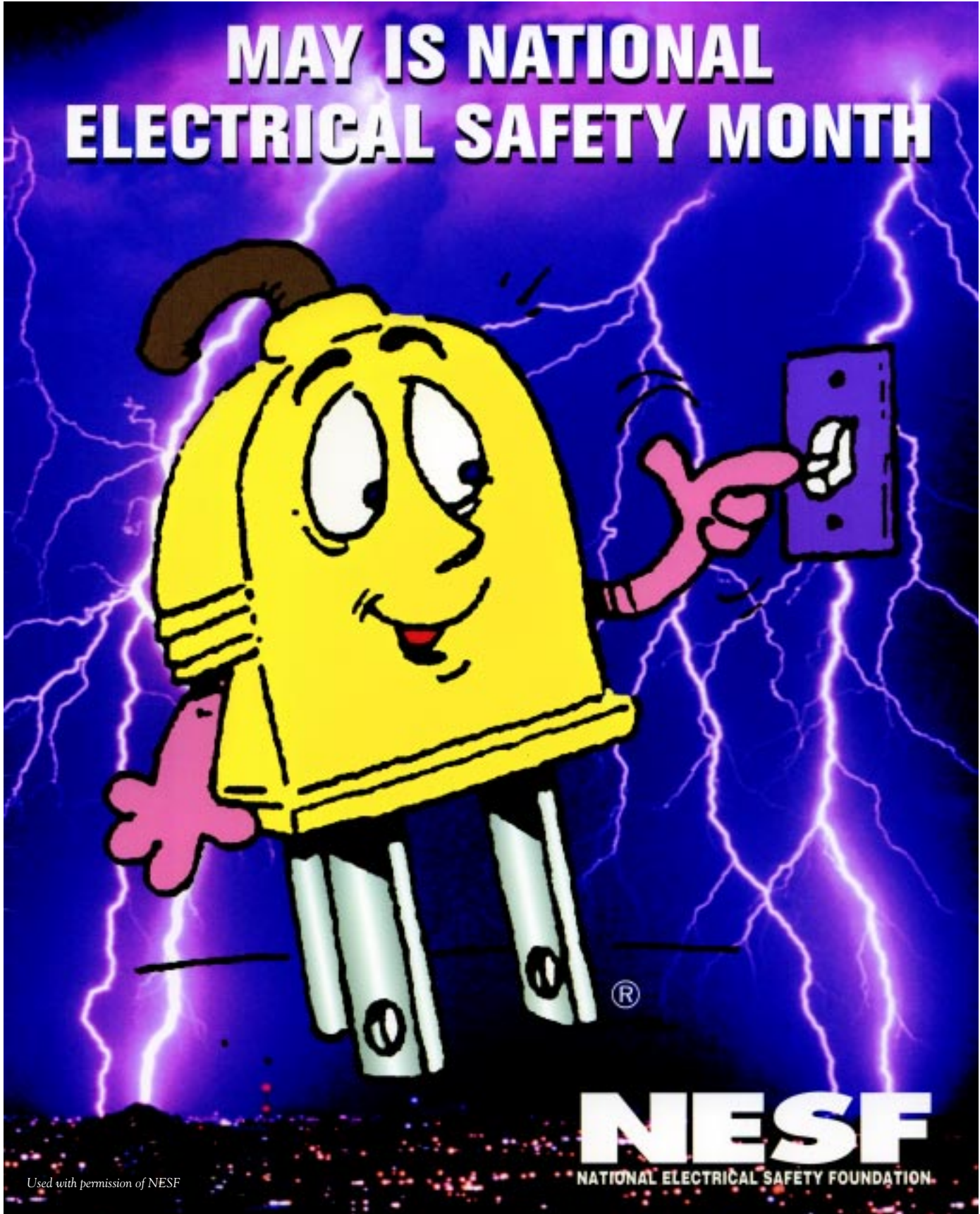
In the meantime, the Matthews site recently became the first agricultural seed site in North America to earn Monsanto's prestigious Global Safety and Health

Award. The award, along with VPP Star designation, demonstrates that worker protection can go hand-in-hand with high-quality, cost-effective agricultural operations.

For more information about the VPP, OSHA's premiere recognition program for worksites with outstanding safety and health programs, contact your OSHA

Regional Office or visit the VPP link at www.osha.gov. [JSHQ](#)

Gaines is VPP Manager for OSHA's Regional Office in Kansas City, MO.



Accident Report No. 22

Accident Summary

Accident Type	Cave-in
Weather	Warm, clear
Type of Operation	Excavator
Crew Size	2
Collective Bargaining?	No
Competent Safety Monitor Onsite?	Yes
Safety and Health Program in Effect?	No
Worksite Inspected Regularly by the Employer?	Yes
Training and Education Provided?	No
Employee Job Title	Laborer
Age/Sex	37/M
Experience at This Type Work	3 years
Time on Project	2 days

- *Excavations* - 29 CFR 1926, Subpart P, an instructional program available from the National Audiovisual Center (Order No. AVA19223VNB1, \$125), explains safe work practices and control measures to prevent accidents and injuries in excavation operations as well as the details of OSHA's excavation standard. The program includes a videotape, instructor's guide, and handouts. [JSHQ](#)

Description of Accident

An employee was installing a small-diameter pipe in a trench 3 feet wide, 12 to 15 feet deep, and 90 feet long. The trench had not been shored or sloped, nor was there a box or shield to protect the employee. Further, there was evidence of a previous cave-in. The employee apparently re-entered the trench, and a second cave-in occurred, burying him face down in the bottom of the trench.

- collapse. [Title 29 Code of Federal Regulations (CFR) 1926.652(a)]
2. Employers must protect employees with adequate personal protective equipment. [29 CFR 1926.95(a)]
3. Employers must provide an adequate means of exit from trenches. [29 CFR 1926.651(c)(2)]
4. Employees must be instructed to recognize and avoid unsafe conditions associated with their work. [29 CFR 1926.21(b)(2)]

Inspection Results

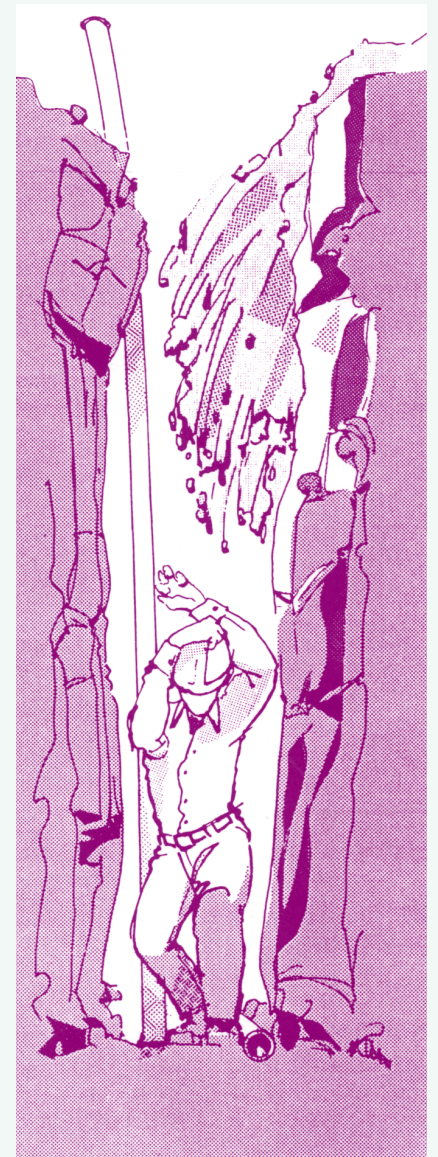
Following its inspection, OSHA issued a citation for three serious violations of its construction standards. Had the required support been provided for the trench, this fatality could have been prevented.

Sources of Help

- OSHA Construction Standards (29 CFR, Part 1926, Subpart P) which deal with trenching and excavations.
- OSHA Training Institute. Courses on trenching and excavation and other related construction topics are available for employers and employees.
- OSHA-funded free consultation Services.
- *Excavations* (OSHA 2226), is a 20-page booklet describing pertinent OSHA standards.

Accident Prevention Recommendations

1. Employers must shore, slope, or otherwise support the sides of trenches to prevent their



Detach Here

The case described is representative of fatalities caused by improper work practices. No special emphasis or priority is implied nor is the case necessarily a recent occurrence. The legal aspects of the incident have been resolved, and the case is now closed.

Trench Safety: An Employer Turns to OSHA for Help

Construction Contractor

A contractor constructing a rapid rail transit system was involved in trenching, excavating, and tunneling. He asked specifically for a consultation to help identify ways to protect workers in the trenching operations.

Unslotted, Unshored Trench Unsafe

The consultant arrived at the site the day after a heavy rain and found 12 to 18 inches of water in the 12-foot-deep trench. The trench walls were neither shored nor sloped in the 30-foot long trench. In addition, excavated material was piled within a foot of the edge of the 5-foot-wide trench. The consultant noted several cracks in the ground around the trench opening. Several employees already were working in the trench under these clearly hazardous conditions.

Workers Exit, Trench Collapses

The consultant immediately advised the job foreman and the company safety supervisor of the

imminent danger posed by the unsafe trench. He asked that the employees evacuate the trench right away. Following his recommendations, the employer promptly ordered all the workers out of the trench. Ten minutes later the sides of the trench gave way. Had any workers remained in the trench, they would have been buried by the heavy wet soil.

Recommendations

To protect workers involved in trenching operations, the consultant recommended the following measures: (1) shoring or sloping the sides of trenches, (2) providing a means of exit from the trench such as a ladder, (3) storing excavated and other materials at least 2 feet from the trench edge, (4) preventing the accumulation of water in a trench, (5) inspecting the trench daily for signs of potential collapse, and (6) training employees to work safely in a trench.

Results

The prompt response of the company to the consultant's advice probably saved several workers'

lives. The company followed the consultant's other recommendations as well, including sloping the trench. This consultation resulted in greater awareness of trenching safety through a clear-cut demonstration of its importance. [JSHQ](#)



Detach Here

SafeWorks provides a brief summary of the results of an employer's request for workplace safety and health assistance. Such assistance can identify and help the employer correct workplace hazards, develop or improve an effective safety and health management system, or both. Small business employers can receive this assistance, without cost, under a consultation program funded largely by OSHA and administered by state agencies and universities. Contact the OSHA office in your area for additional information on the consultation program.