

Safety Lines

Safety Grant Program awards more than \$1.5 million for safety, health



This entirely state-funded grant program operates on Minnesota's fiscal year (July through June) and is broken into six two-month cycles when MNOSHA WSC fields and evaluates grant applications.

endorsing impactful projects to bolster workplace safety and health for employees throughout Minnesota across a wide array of industries with both distinct and complex hazards.

Complete information about the Safety Grant Program is available online at www.dli.mn.gov/business/workplace-safety-and-health/mnosha-wsc-safety-grant-program.

The Minnesota Department of Labor and Industry's Minnesota OSHA (MNOSHA) Workplace Safety Consultation (WSC) administers the state's Safety Grant Program, which provides reimbursement funding grants of up to \$10,000 to employers incorporating hazard controls designed to reduce workplace injuries and illnesses while enhancing workplace safety and health. This entirely state-funded grant program operates on Minnesota's fiscal year (July through June) and is broken into six two-month cycles when MNOSHA WSC fields and evaluates grant applications.

As part of the application process, grantees must provide detailed information about their project, including a hazard assessment identifying specific hazards to be addressed, as well as information about how employee safety and health will be impacted in the workplace when the project is complete. Grant applications are ranked and scored individually, with priority consideration being given to industries identified by MNOSHA with significant hazard exposures, including: respirable silica protection in construction and manufacturing; cave-in protection associated with excavation and trenching; equipment with rollover protective structures in farming; hazards associated with grain-handling facilities; and fall prevention in residential construction and window washing.

In state-fiscal-year 2021, MNOSHA WSC received 239 safety grant applications, totaling more than \$1.9 million in requested funds, and was able to award more than \$1.5 million in safety grants. The overall total project costs for all safety grant applications submitted exceeded \$7.4 million. Awarded safety grant projects included: fall protection equipment; trench boxes; boom-supported aerial lifts; fixed industrial ladder cages; exhaust ventilation systems; ergonomic material-lifting equipment; personal protective equipment (including respiratory protection); patient-lifting equipment; and hazardous-atmosphere detection equipment.

When considering potential future impacts of the Safety Grant Program, MNOSHA WSC expects to continue

Employee safety, health: Young workers deserve our attention, training

Thousands of teen workers enter the workforce each year. For many, it's their first time working and they are unfamiliar with their rights and responsibilities under existing labor laws and Minnesota Occupational Safety and Health Administration (MNOSHA) standards.

All workers have a right to a workplace free from recognized hazards that are causing or are likely to cause serious injury or harm.

Employers should promote safety, health

Employers must provide the information, orientation, and necessary tools and equipment to guide workers in making appropriate choices when performing their work. Employers can help promote worker safety and health by:

- providing adequate job orientation and training, which sets expectations early about how work will be performed;
- maintaining a clean, organized work area;
- providing and maintaining necessary machine safeguards and personal protective equipment; and
- providing adequate supervision.

Actively preventing occupational injuries and illnesses not only adds value for the business, it also sets a good example for young workers who may not otherwise think about their safety and health, when working. Supporting efforts to reduce workplace injuries and illnesses among young workers can guide them to a successful and rewarding work experience throughout their lifetime.

More susceptible to workplace accidents

Some of the reasons why young workers are more susceptible to workplace accidents include:

- unfamiliarity with the work and lack of adequate job-orientation and training;
- inadequate supervision;
- pressure to accept the job assignment – doing what's asked of them, working fast, just getting the job done;
- hazardous equipment and work environments; and
- being assigned work that is not age or skill-level appropriate.

Resources

From the Department of Labor and Industry

How do teen workers get injured? – www.dli.mn.gov/business/workers-compensation/claim-characteristics

Labor laws that affect Minnesota's teen workers – www.dli.mn.gov/business/employment-practices/teen-workers



MNOSHA Compliance: Grain-handling information, fatalities, inspections – www.dli.mn.gov/business/workplace-safety-and-health/mnosha-compliance-grain-handling-information-fatalities

MNOSHA safety and health standards – www.dli.mn.gov/business/workplace-safety-and-health/mnosha-compliance-standards-and-regulations

MNOSHA Workplace Safety Consultation: Free, on-site consultative services – www.dli.mn.gov/about-department/our-areas-service/minnesota-osh-workplace-safety-consultation



From other organizations

NIOSH Alert: Preventing deaths, injuries and illnesses of young workers – www.cdc.gov/niosh/docs/2003-128/pdfs/2003128.pdf

Protecting young adults working in agriculture (webinar) – <https://agsafetyhealth.training-source.org/training/courses>

Young workers: You have rights! – www.osha.gov/youngworkers



State offices reopened April 22

All Minnesota state office buildings reopened effective Friday, April 22, as the state slowly ramps up to pre-COVID-19 operations.

Details about the Department of Labor and Industry (DLI) reopening will be posted at www.dli.mn.gov/updates as reopening plans are developed.

Construction Seminar to focus on mental health safety

The final 2021/2022 Construction Seminar topic is “Pouring the foundation: Introduction to mental health safety.” The free online seminar is 7 to 9 a.m., Tuesday, May 17, and will be presented by Trent Williams, president and CEO, Bearing Point Wellness.

Good mental health is as important as good physical health in keeping workers safe on the job. According to the Centers for Disease Control and Prevention, poor mental health and stress can negatively affect employee: job performance and productivity; engagement with one’s work; communication with coworkers; and physical capability and daily functioning.

Minnesota OSHA (MNOSHA) Compliance’s free Construction Seminars feature a presentation about a specific construction safety or health topic – with time for questions, answers and input – plus an update from MNOSHA Compliance about what’s currently happening regarding investigations.

Get complete information, including how to join by computing device or phone, at www.dli.mn.gov/business/workplace-safety-and-health/mnosha-compliance-construction-seminars.



DLI presenting at inaugural AAPI Small Business Expo May 14

The Minnesota Department of Labor and Industry (DLI) will discuss its programs and their benefits at the inaugural Asian American Pacific Islanders (AAPI) Small Business Expo on Saturday, May 14. The department is working to make its programs accessible to businesses and communities that may not have heard about the benefits of working with the Department of Labor and Industry. DLI welcomes this opportunity to serve its community partners and create a long-lasting working relationship.

About the event

- **When:** Saturday, May 14, 2022, 9 a.m. to 6 p.m.
- **Where:** Metropolitan State University, 700 E. Seventh Street, St. Paul, MN
- **Cost:** \$10 general admission; students free with I.D.
- **Highlights:** job fair exhibitors; business and nonprofit exhibitors; business training workshops; keynote speaker; special guest speakers; business networking; speed coaching; prize giveaways; and more
- **More information:** <https://aapibusinessexpo.com>

Translated materials, Language Line available via DLI website

The Department of Labor and Industry (DLI) posts its available translated materials online at www.dli.mn.gov/about-department/translated-materials. It has documents available in Chinese, Hmong, Karen, Somali and Spanish. A few other documents throughout the website are available in additional languages.

DLI also has access to Language Line, a free language translation phone service for limited-English speakers. If DLI help is needed, view the contact information at www.dli.mn.gov/about-department/about-dli/contact-us, call and one of our employees will get in touch with an interpreter in the needed language.

Minnesota's newest MNSHARP Construction worksite recognized

Minnesota OSHA (MNOSHA) Workplace Safety Consultation recently recognized Knutson Construction's 2019 Middle School project in Rochester, Minnesota, as a Minnesota Safety and Health Achievement Recognition Program (MNSHARP) Construction worksite.

MNSHARP Construction recognizes major-construction companies where managers and employees work together to develop safety and health programs that go beyond basic compliance with all applicable OSHA standards and result in immediate and long-term prevention of job-related injuries and illnesses.

Only construction projects at least 18 months in duration are eligible for participation in MNSHARP construction.

Learn more about MNSHARP Construction at:

- www.dli.mn.gov/business/workplace-safety-and-health/mnosha-wsc-minnesota-safety-and-health-achievement-recognition.



Knutson Construction • 2019 Middle School
Rochester, Minnesota

Timber Roots Building Components maintains safety, health excellence

Timber Roots Building Components, in Wadena, Minnesota, is a wood roof, floor and wall panel manufacturer serving lumber yards and contractors throughout Minnesota, North Dakota and eastern Montana. Initially, the company learned about the free [Minnesota OSHA Workplace Safety Consultation](#) (WSC) program through the company's corporate safety director. High incidence rates and a desire to provide a safer workplace prompted their initial contact with Minnesota OSHA WSC in 2006. Since then, WSC and Timber Roots have maintained a strong, successful working relationship.

Initial WSC consultation visits to Timber Roots identified hazards associated with machine guarding, personal protective equipment (PPE), lockout/tagout and electrical safety, and deficiencies in written programs. After the hazards were identified, the company implemented engineering and administrative controls, improved PPE programs and conducted job hazard-analysis (JHA) assessments. The company also created new written programs and improved insufficient programs. There were daily and weekly discussions with all employees and the safety committee was enhanced to provide regular employee involvement. The company investigated accidents more thoroughly and created a near-miss program to start identifying hazards more effectively.

Timber Roots received Minnesota Safety and Health Achievement Recognition Program (MNSHARP) status in 2008 and has received five renewals since then, including most recently in 2021. MNSHARP acknowledges small and medium-sized businesses that have used WSC services and operate exemplary workplace safety and health programs. Businesses that achieve MNSHARP status receive a deferral from MNOSHA programmed inspections for the period that the MNSHARP designation is valid. Acceptance of a worksite into MNSHARP is an achievement that identifies the employer as a model for occupational safety and health among its business peers.

“Working with Minnesota OSHA’s Workplace Safety Consultation program, and having their oversight and open communication, has been the foundation of Timber Roots’ success story,” said Timber Roots Safety Director Matt Lunde. “It has added a level of accountability that was missing.”

Before working with WSC, Timber Roots experienced up to 25 injuries annually. Almost immediately after it began to work with WSC, the company reduced its total recordable case (TRC) rate and days away, restricted or transferred (DART) rate. The company’s safety culture has steadily improved and management ensured resources were made available to keep the program moving in the right direction.

Thanks to its partnership with MNOSHA WSC and the hard work of its employees, Timber Roots has maintained an injury rate well below the national average for its industry for 14 years. Since being approved as a MNSHARP participant in 2008, it has averaged two to three recordable injuries a year.

Learn more about MNSHARP at www.dli.mn.gov/business/workplace-safety-and-health/mnoshawsc-minnesota-safety-and-health-achievement-0.

SAFETY • HEALTH • EXCELLENCE



OSHA • MANAGEMENT • LABOR



Reviewing the basics: Recordkeeping training offered May 6

Maintaining an accurate OSHA log of recordable work-related injuries and illnesses is an important skill that benefits employers, workers, safety professionals and government agencies. The Department of Labor and Industry is offering a free, introductory-level, online training session about OSHA recordkeeping. **Registration is required.**

Webinar date, time, registration

- **May 6** – 8:30 to 11:30 a.m.
- [Register for this online session](#)

Topics

- Recordability of injuries and illnesses
- Differences between OSHA cases and workers' compensation claims
- Classifying cases
- Counting time
- Privacy cases
- How many logs to keep
- Maintaining logs
- Creating a log summary
- Reporting log data to OSHA
- Recording COVID-19 cases



More information

For more information about the training session, visit www.dli.mn.gov/business/workplace-safety-and-health/mnosha-compliance-recordkeeping-standard.

MNOSHA fatality, serious-injury investigations summaries online

Each month, Minnesota OSHA (MNOSHA) Compliance publishes current, updated summaries of its fatality investigations and serious-injury investigations. For the federal-fiscal-year that began Oct. 1, 2021, MNOSHA Compliance has investigated 30 fatalities as of March 29.

The information provided about each investigation is:

- the inspection number, date of incident and worksite city;
- the type of business and number of employees;
- a description of the event; and
- the outcome of the MNOSHA Compliance investigation.



The summaries, plus other helpful workplace safety and health information from MNOSHA, are available at www.dli.mn.gov/business/workplace-safety-and-health/mnosha-compliance-resources-all-industries.

Spring, summer 2022 safety and health observations

National Safety Stand-down to Prevent Falls in Construction – May 2 through 6

The National Safety Stand-down to Prevent Falls in Construction raises full hazard-awareness across the country in an effort to stop falls fatalities and injuries. Fatalities caused by falls from elevation continue to be a leading cause of death for construction employees, accounting for 351 of the 1,008 construction fatalities nationally recorded in 2020 by the U.S. Bureau of Labor Statistics. During this week, construction employers are asked to pause their work, standing-down with employees to discuss fall safety.

Learn more: www.osha.gov/stop-falls-stand-down



Minnesota Safety and Health Conference – May 3 and 4

Learn about the most recent safety and health knowledge and tools to increase your effectiveness in the workplace at the 2022 Minnesota Safety and Health Conference at Mystic Lake Center in Prior Lake, Minnesota. Be sure to catch the Minnesota OSHA (MNOSHA) update, presented by MNOSHA Compliance Director James Krueger, at 1:30 p.m., Tuesday, May 3.

Learn more: www.minnesotasafetycouncil.org/conf



Trench Safety Stand-down – June 13 through 17

Prevent trenching and excavation hazards in the workplace is the goal of the Trench Safety Stand-down, organized by the National Utility Construction Association (NUCA) and supported by federal OSHA. The stand-downs – pauses in the workday for employers to speak with employees – will focus on trench and excavation hazards and reinforce the importance of using trench protective systems and protecting workers from trenching hazards. NUCA encourages employers in utility construction, residential construction, highway construction, plumbing, the military, unions, associations, educational institutes and safety equipment manufacturers to participate.

Learn more: www.nuca.com/tssd

Safe + Sound Week – Aug. 15 through 21

Safe + Sound Week is a nationwide event each August that recognizes the successes of workplace health and safety programs and offers information and ideas about how to keep America's workers safe. Successful safety and health programs can proactively identify and manage workplace hazards before they cause injury or illness, improving sustainability and the bottom line.

Learn more: www.osha.gov/safeandsoundweek



Job tenure trends for workers with one or more days away from work

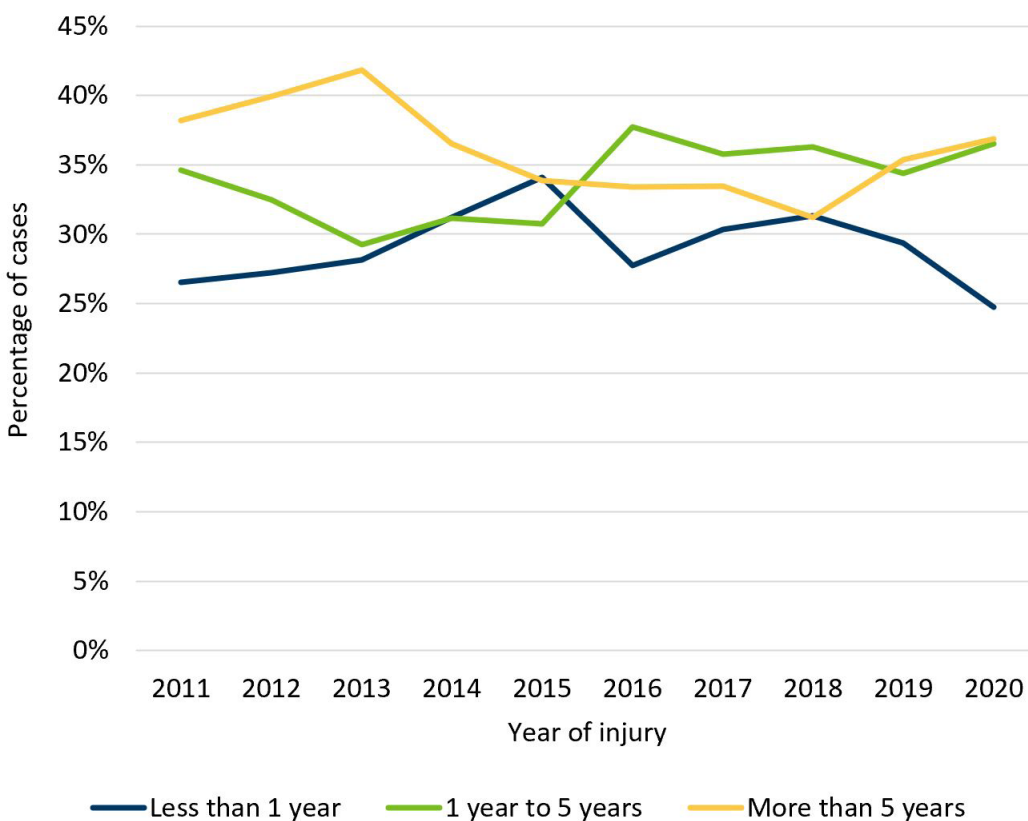
By Brian Zaidman, Research and Statistics

Job tenure, the length of time an employee has been working for an employer, is an important indicator of safety training and workforce composition. Newly hired workers can be identified as workers with less than one year of job tenure (the Survey of Occupational Injuries and Illnesses also provides a category for workers with fewer than three months of job tenure). Increased numbers or percentages of injuries among newly hired workers can be used as an indicator that safety training needs improvement, after controlling for labor and economic trends.

The number of newly hired workers with injuries also depends on the number of newly hired workers. During times of economic expansion, there are generally more people hired into new jobs and more injuries might be expected to occur to workers with short job tenures. During periods of economic recession or stagnation, short-tenured workers are often laid-off, and the proportion of injuries to workers with longer job tenures will increase.

Figure 1 shows the percentage of estimated injured workers in all industries with one or more days away from work (DAFW) by job tenure groups for the years 2011 through 2020. For 2011 through 2014, workers with more than five years of tenure had the highest percentages. Workers with one to five years of tenure had the highest percentages of injured workers for 2016 through 2018. In 2019 and 2020, there were approximately the same percentages of injured workers with one to five years of tenure and for more than five years of tenure. Workers with less than one year of job tenure had the lowest percentage of injured workers for seven of the 10 years. The dip in 2020 is likely due to the economic effects of the COVID-19 pandemic, when businesses cut back on hiring for much of the year.

Figure 1. Percentage of cases with one or more days away from work by job tenure, all industries, Minnesota



Industry sectors show different job tenure trends. The percentages of workers in the three job tenure categories show great year-to-year variation in construction (Figure 2a). Newly hired workers had relatively high percentages (40% to 50%) of the estimated cases from 2012 through 2015, but dropped to below 30% in 2020.

Manufacturing (Figure 2b) shows a much more stable trend, with similar percentages of workers with less than one year of tenure and workers with one to five years of tenure, and a higher percentage for workers with more than five years of tenure.

Newly hired workers accounted for the lowest percentage of injured workers in health care and social assistance (Figure 2c), while workers with one to five years tenure moved from the middle position to reach a similar percentage as workers with more than five years of tenure. Workers with more than five years of tenure accounted for more than 40% of the DAFW cases until 2017. This drop-off may be the result of increased retirements among workers in this industry sector or increased changing of jobs, resulting in fewer workers with long job tenures.

Figure 2a. Construction



Figure 2b. Manufacturing

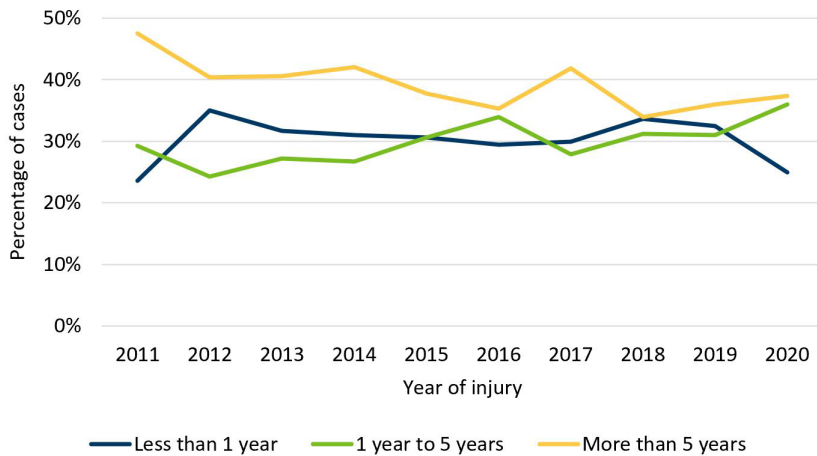
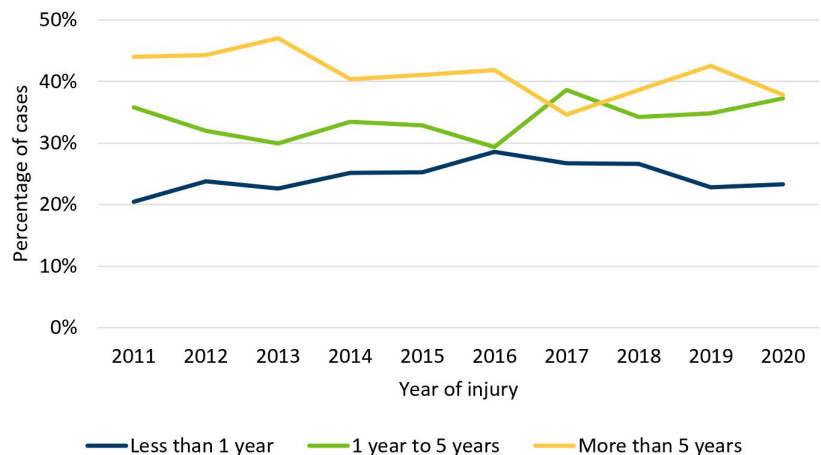


Figure 2c. Health care and social assistance



Act now to prevent heat illness at work: Free, three-part webinar series

Employees exposed to extreme heat and humid working conditions are at risk – both indoors and outdoors. Attend these three, free webinar sessions for critical guidance about how to identify heat stress, how it affects the human body and how to prevent it on the job.

- **When:** 10 to 11 a.m. (CDT), on Tuesdays, May 10, 17 and 24, 2022.
- **Register:** Visit <http://go.niu.edu/oshaheat> for registration and complete information, including specific topics and presenters.

This series is hosted by a collaborative partnership of the following organizations.

- OSHA Region V
- NIOSH Office of Construction Safety and Health
- National Safety Education Center
- Great Lakes Regional OSHA Education Center
- Mid-America OSHA Education Center
- Northern Illinois University
- Chicagoland Construction Safety Council
- Minnesota Department of Labor and Industry
- Indiana Department of Labor
- Illinois On-Site Consultation
- WisCon
- Ohio On-Site
- Michigan Department of Labor and Economic Opportunity



Prevent Heat Illness at Work

Free on-site safety and health consultations available

Minnesota OSHA (MNOSHA) Workplace Safety Consultation offers free consultation services, where employers can find out about potential hazards at their worksites, improve safety management systems and apply for grants to abate safety standards.

The program targets small, high-hazard businesses. It is separate from Minnesota OSHA Compliance inspection activities and no citations are issued as part of a consultation visit.

Learn more and request a consultation

Web: www.dli.mn.gov • Email: osha.consultation@state.mn.us • Phone: 651-284-5060



MNOSHA Compliance signs safety, health partnerships



Carl Bolander and Sons, and Kraus-Anderson Construction Company
• North Loop Green Project • Minneapolis

Minnesota OSHA (MNOSHA) Compliance recently signed two Level 3 Cooperative Compliance Partnerships on one project, the North Loop Green Project, in Minneapolis. The partnerships are with **Carl Bolander and Sons**, and **Kraus-Anderson Construction Company**. The two partnerships were signed under the Construction Health and Safety Excellence (CHASE) Minnesota agreement, between Associated General Contractors (AGC) of Minnesota and MNOSHA Compliance.

Level 3 is the peak level of MNOSHA Compliance partnerships, with applicants striving to be an industry leader with very comprehensive safety and health programs. The partnerships acknowledge the importance of providing a safe, healthful work environment in construction and seek a working relationship that creates mutual trust and respect among all parties – including project owners and construction workers – involved in the construction process. Participants may achieve three award levels: basic, intermediate and peak.

Complete information about MNOSHA's Cooperative Compliance Partnerships is online at:

- www.dli.mn.gov/business/workplace-safety-and-health/mnosha-compliance-partnership-programs.

Minnesota OSHA's calendar of events*

May 2022

- May 6** *OSHA recordkeeping training*
www.dli.mn.gov/business/workplace-safety-and-health/mnosha-compliance-recordkeeping-standard
- May 17** *Construction Seminar: Pouring the foundation – introduction to mental health safety*
www.dli.mn.gov/business/workplace-safety-and-health/mnosha-compliance-construction-seminars
- May 20** *Occupational Safety and Health Advisory Council*
www.dli.mn.gov/about-department/boards-and-councils/occupational-safety-and-health-advisory-council

June 2022

- June 3** *Occupational Safety and Health Review Board*
www.dli.mn.gov/about-department/boards-and-councils/occupational-safety-and-health-review-board

August 2022

- Aug. 22** *Occupational Safety and Health Advisory Council*
www.dli.mn.gov/about-department/boards-and-councils/occupational-safety-and-health-advisory-council

September 2022

- Sept. 9** *Occupational Safety and Health Review Board*
www.dli.mn.gov/about-department/boards-and-councils/occupational-safety-and-health-review-board

November 2022

- Nov. 18** *Occupational Safety and Health Advisory Council*
www.dli.mn.gov/about-department/boards-and-councils/occupational-safety-and-health-advisory-council

December 2022

- Dec. 2** *Occupational Safety and Health Review Board*
www.dli.mn.gov/about-department/boards-and-councils/occupational-safety-and-health-review-board

****All dates subject to change.***

See more at www.dli.mn.gov/about-department/about-dli/events-minnesota-osh