

Director's Corner

Martha Yoder, Director



What better way to start the new year than to celebrate the continuation of Michigan's downward trend in work-related injuries?

Since 1999, we've seen an overall 55 percent decrease in work-related injuries in the private sector. That decrease continues with Michigan's injury and illness rate decreasing from 3.7 in 2013 to 3.6 in 2014.

But these numbers are more than just statistics; they represent the working men and women we're protecting from harm's way.

Every life is precious, and every accident, avoidable. The New Year is the perfect time to revisit your company's safety and health management system and take a critical look at what you and your team can do to enhance worker protections.

And the good news? MIOSHA is here to help! Our Consultation, Education and Training (CET) Division offers free, statewide safety and health assistance with no citations or penalties. A staff of experienced, professional occupational safety experts, construction consultants, and industrial hygienists can provide a wide range of customized services for your organization.

You can learn more about our consultative services [here](#), and request services by calling 800-866-4674 or visiting www.michigan.gov/cetrca.

Consider making workplace safety your New Year's resolution and letting us help you in the process!



Don't Let Winter Hazards Hurt Workers or Your Bottom Line

Tanya Baker, MIOSHA Communications Representative

As temperatures drop and the potential for ice and snow increases, MIOSHA encourages employers to prepare for wintry conditions to keep employees injury-free.

Ensuring worker safety also protects a business's bottom line.

"Put simply, workplace safety makes good business sense," said Workers Compensation Agency Director Mark Long. "An employer who takes the proper safety measures can avoid costly worker injuries that result in things like increased workers' compensation and insurance costs, overtime, and lost work days for employees."

Lower workers' comp costs save Michigan employers on overhead expenses and give them added resources to support business growth and employee wellbeing.



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Winter Hazards (Continued)

Tanya Baker, MIOSHA Communications Representative

Tips for Winter Workplace Safety

- Keep all walkways cleared of ice and snow.
- Have de-icing products handy for hard-to-remove ice or snow.
- Make sure all walkways and passageways are clearly marked and well-lit.
- Be careful of slippery surfaces inside buildings.
- Wear slip-resistant footwear.
- Practice safe walking on slippery surfaces by taking slow, small steps.
- Avoid carrying heavy loads that may offset your balance.
- Clearly mark or barricade hazardous areas.
- Wear sunglasses on sunny days to lessen winter glare.
- Take extra precaution when entering and exiting vehicles.
- Know the symptoms of frostbite and the first aid steps to address it.

For more helpful tips and public service announcements, visit: www.michigan.gov/winterworker.



Call for Best Practice Videos on Workplace Safety

Tanya Baker, MIOSHA Communications Representative

Did you know MIOSHA is now on YouTube? In addition to creating our own video resources for Michigan's employers and employees, we want your ideas!

We're looking for your company's best practices as they pertain to the five areas of a safety and health management system: management commitment and leadership, employee involvement, workplace analysis, hazard prevention and control, and safety and health training.

What is your company doing right when it comes to workplace safety and health? We want to know about it! We will come to your facility and capture your best practices to publish on our YouTube channel for other Michigan companies to see and learn from. Or, if you'd like to take your own video, we welcome your video footage for our YouTube, as well.

Interested in sharing your story? Contact MIOSHA Communications Representative Tanya Baker at bakert11@michigan.gov to arrange an interview and videotaping.

And don't forget to subscribe to our channel at www.youtube.com/miosha_mi.



Reminder: New Minimum Wage In Effect for Michigan Employees

Tanya Baker, MIOSHA Communications Representative

As of January 1, 2016, Michigan workers are now being paid a minimum wage of \$8.50. This marks the second change to state law in a gradual, 25 percent increase of the minimum wage, which will result in a \$9.25 hourly rate by 2018.

Effective January 1, 2016, tipped employees may be paid \$3.23 per hour, provided they receive at least \$5.27 per hour average in tips to equal the minimum wage of \$8.50. The employee must sign a tip statement for the employer to take the tip credit.

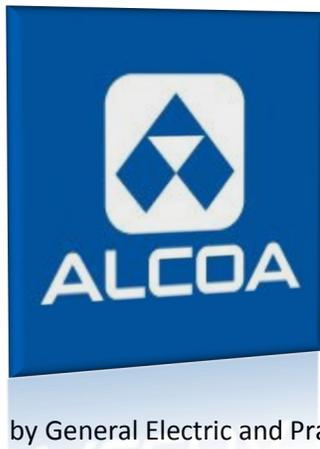
New online resources have been made available for workers and employers regarding the new rate at www.michigan.gov/wagehour.



Best Practices

Doug Kimmel, Michigan Voluntary Protection Program (MVPP) Specialist, Consultation Education and Training (CET) Division

The Alcoa Howmet facilities in Whitehall, MI have been recognized as an MVPP Star site since 2004. The award continues to be given in recognition of the site's implementation of an innovative and effective safety and health management system.



Alcoa Howmet is a world leader in the investment casting of superalloys, aluminum and titanium, primarily for jet aircraft engines and airframes, as well as industrial gas turbine (IGT) engine components. The company also provides hot isostatic pressing (a process where voids in the critical engine parts are reduced or eliminated), precision machining, and protective coating services.

The Whitehall facilities are a leading producer of complex investment-cast turbine components for the aerospace and industrial gas turbine industries. They specialize in the casting of single crystal, directional solidification, and equiax airfoil components with advanced configurations and materials.

Many of the aerospace parts produced at the Whitehall campus go into airplane engines built by General Electric and Pratt & Whitney for plane makers Boeing and Airbus.

Alcoa Howmet is also an important supplier of superalloy metals, titanium ingots, ceramic products and advanced tooling. Extensive research is also conducted to aid in the development of materials, products and process technologies.

Triennial onsite reevaluations are conducted at all MVPP sites. During a recent reevaluation at the Whitehall facilities, safety and health processes were identified that are considered to be best practices. One of those is Alcoa Howmet Electrical Safety Program (ESP).

Alcoa Howmet has established a Whitehall Operations Electrical Safety Committee (WOESC). The committee addresses and manages all issues relating to electrical safety to ensure compliance with MIOSHA, Alcoa Environmental Health and Safety (EHS) requirements and procedures, and other applicable electrical industry standards.

The WOESC includes electrical engineers, electrical technicians and electrical supervisors from the five manufacturing facilities on the Whitehall campus. These individuals have attended Alcoa electrical safety skill builder training and other specialized courses, in addition to being well versed in all aspects of the company's electrical safety program.

The WOESC developed and implemented a comprehensive electrical safety program. The program applies to all work involving high and low voltage, and also addresses electric arc flash. Requirements for electrical work to be performed in compliance with Alcoa engineering and safety standards, MIOSHA/OSHA, and National Electrical Code (NEC) are included. The program provides a compliance roadmap that ensures that work performed by electrically qualified employees is done safely.

Continued on next page

Best Practices (Continued)

Doug Kimmel, MVPP Specialist, CET Division

The requirements of the ESP apply not only to Alcoa employees, but have been incorporated into its Contractor Safety Program and the EHS work scope review process. This ensures all outside contractors performing electrical work comply with the same program requirements as site employees.

Some of the highlights of the ESP include:

Employee Training

All electrically qualified employees receive annual training that includes the Alcoa Howmet ESP and the Alcoa Engineering and Safety Standards for high voltage, low voltage, and arc flash protection. In addition, these individuals receive CPR/AED/bloodborne pathogen training in accordance with the NEC and MIOSHA requirements.

WOESC has also developed and deployed a general awareness electrical safety training for all other employees to ensure they have a good understanding of their roles and responsibilities as they relate to electrical safety.

NEC Compliance

Both permanent and temporary wiring issues are addressed in the written program, assuring adherence to NEC requirements.

Some of the specific requirements include:

- GFCI protection at the power source for all extension cords and power tools used in construction and maintenance operations.
- GFCI protection in specific areas where hazardous conditions may be present (i.e., wet locations).
- Extension cord inspections to ensure all cords are maintained and in good condition.
- Audits of all plants for the proper use of extension cords (i.e., not being used in place of permanent wiring).
- Annual inspection of maintenance power tools that places a label on each tool to confirm that it has been inspected and found to be safe for use.
- Annual inspection of power hand tools used on the plant floor.
- Audits to ensure covers are installed and in place on electrical cabinets, panels, outlets, and boxes.



Arc Flash Protection

In accordance with the ESP, all power panels have been assessed and labeled as to the source, voltage, purpose, arc flash hazard rating, and PPE level and clearance requirements.

An electrical hazard review is required for all work requiring special precautions. The review is documented on an electrical hazard review sheet.

Electrically qualified employees are prohibited from wearing conductive jewelry when electrical hazards may be present. Additionally, non-conductive safety glasses and electrical hazard-rated safety shoes with metatarsal guards must be worn when performing work with electrical hazards.

All electrically qualified employees are supplied voltage rated gloves and flame-resistant clothing rated for 8 Cal/cm. All plant-specific, high voltage gloves and other arc flash PPE is on a six-month inspection program.

Requirements for High Voltage Work

The site manager has appointed a high voltage designee and four alternates. The group is responsible for ensuring that pre-task briefs are conducted and a review of high voltage work (>600V) is properly documented on an electrical hazard review sheet. The requirements apply to both electrically qualified employees and contractors.

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Best Practices (Continued)

Doug Kimmel, MVPP Specialist, CET Division

All outdoor switchgear transformers and related equipment are inspected quarterly to ensure that they are clear of debris and nothing appears out of the ordinary. The inspection program has been effective in preventing unannounced plant outages through the identification of overhead wires in need of repair, and excessive rust on equipment and transformers, causing them to leak oil, etc.

Annually, the high voltage designee performs an assessment that includes a review of all jobs involving high voltage electrical work that has been performed during the previous year. The review ensures that the proper documentation was completed and the appropriate PPE was utilized when the work was performed.

Triennial reviews are performed by an external source to ensure the effectiveness of the high voltage electrical safety program.

Findings

The MVPP reevaluation team found that the effectiveness of the Alcoa Howmet ESP is due, in large part, to the manner in which employees are involved in the process. The electrical safety team is also critical to the success of the program as the responsibility for the implementation is shared with several people, rather than just one individual.

The Alcoa Howmet ESP is a useful and effective tool in the identification of electrical hazards and helps to ensure that the Muskegon campus remains on-line.



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Best Practices (Continued)

The following are posters used to inform Alcoa employees about the PPE requirements when working on equipment with potential electrical hazards.

Electrical Safety/PPE Requirements

*Refer to NFPA70E and AES32.70 for complete electrical safety requirements

<u>This PPE</u>	<u>Consists Of:</u>	<u>Meets Requirements For:</u>
	<ul style="list-style-type: none"> • Hard Hat • Safety Glasses: with non metallic frames with side shields • Hearing protection • EH safety shoes • Long sleeve non-melting natural fiber clothing 4.5oz/yd² or greater • Leather Gloves 	<ul style="list-style-type: none"> • <u>Level 0</u> • Less than 1.2 cal/cm² • Not performing work on energized electrical conductors or parts • Not working within the Restricted Approach Boundary
	<ul style="list-style-type: none"> • Hard Hat • Safety Glasses: with non metallic frames with side shields • Hearing protection • EH safety shoes • Long sleeve non-melting natural fiber clothing 4.5oz/yd² or greater • Rubber insulating gloves with leather protectors 	<ul style="list-style-type: none"> • <u>Level 0</u> • Less than 1.2 cal/cm² • Performing work on energized electrical conductors or parts • Performing work within the Restricted Approach Boundary
	<ul style="list-style-type: none"> • Hard Hat • Safety Glasses: with non metallic frames with side shields • Hearing protection • EH safety shoes • 8 cal/cm² arc-rated smock with leggings • Leather Gloves • 8 cal/cm² arc-rated face shield or flash hood • Add <u>balaclava</u> to face shield when Flash Hazard Boundary is greater than 18 inches 	<ul style="list-style-type: none"> • <u>Level 1 and 2</u> • Up to 8 cal/cm² • Not performing work on energized electrical conductors or parts • Not working within the Restricted Approach Boundary

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Best Practices (Continued)



- Hard Hat
- Safety Glasses: with non metallic frames with side shields
- Hearing protection
- EH safety shoes
- 8 cal/cm² arc-rated smock with leggings
- Rubber insulating gloves with leather protectors
- 8 cal/cm² arc-rated face shield or flash hood

- Level 1
- Up to 4 cal/cm²
- Performing work on energized electrical conductors or parts
- Performing work within the Restricted Approach Boundary



- Hard Hat
- Safety Glasses: with non metallic frames with side shields
- Hearing protection
- EH safety shoes
- 8 cal/cm² arc rated smock with leggings
- Rubber insulating gloves with leather protectors
- 8 cal/cm² arc-rated face shield or flash hood
- Add balaclava to face shield when Flash Hazard Boundary is greater than 18 inches

- Level 2
- Up to 8 cal/cm²
- Performing work on energized electrical conductors or parts
- Performing work within the Restricted Approach Boundary



- Hard Hat
- Safety Glasses: with non metallic frames with side shields
- Hearing protection
- EH safety shoes
- 40 cal/cm² arc rated flash suit
- Rubber insulating gloves with leather protectors
- 40cal/cm² arc-rated flash hood

- Level 4
- Up to 40 cal/cm²
- Performing work on energized electrical conductors or parts
- Performing work within the Flash Hazard Boundary

Best Practices (Continued)



- **Balaclava**
- Must be 8 cal/cm² arc rated
- Used in conjunction with a arc rated face shield and hard hat



- **8 cal/cm² arc rated face shield**
- Use when performing work within the arc flash hazard boundary
- Store in bag to protect from damage
- Used in conjunction with a balaclava to meet 8 cal/cm² rating
- Provides arc flash protection



- **Rubber insulating gloves with leather protectors**
- Use when performing work within the arc flash hazard boundary
- Verify gloves are rated for the voltage present
- Rubber insulating gloves require the use of a leather protector
- Verify gloves have been tested within the last 6 months
- Visually inspect before each use
- Store gloves flat in glove bag with the cuff facing down



- **Leather Gloves**
- Provide arc flash protection only
- Not to be used to prevent shock hazard
- Replace dirty or worn gloves

Best Practices (Continued)



- Hard Hat
- Class E rated hard hat



- Red Danger Keep Out Tape
- Used to establish a safe work zone
- Used to keep unqualified personnel out of the limited approach boundary

General Electrical Safety Notes:

- Only electrically insulated hand tool are allowed to be used inside the restricted approach boundary.
- Proper PPE must be worn inside limited approach boundary until zero energy state has been verified.
- Conductive glasses, jewelry, rings and watches are prohibited.
- All extension cords are to be GFCI type or have a GFCI device upstream of the cord.
- All portable electric tools must be double insulated, grounded if applicable and GFCI protected.
- All portable power tools and extension cords must be inspected before each use.

Series on the 10 High-Hazard Industries in Michigan *Beverage and Tobacco Product Manufacturing*

Jeff Edgerton, Safety Officer, General Industry Safety and Health Division (GISHD)

Beverage and Tobacco Product Manufacturing is one of the 10 high-hazard industries targeted by MIOSHA for enforcement and outreach activities during 2014-2018, due to high injury and illness rates in the industry. The incidence rate of nonfatal occupational injuries and illnesses in this industry in Michigan in 2014 was 7.2 cases per 100 full-time workers, compared to 3.6 cases for all private employers.

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Series on 10 High-Hazard Industries (Continued)

Jeff Edgerton, Safety Officer, GISHD

Industries in the Beverage and Tobacco Product Manufacturing subsector manufacture beverages and tobacco products. The industry group, Beverage Manufacturing, includes three types of establishments: (1) those that manufacture nonalcoholic beverages; (2) those that manufacture alcoholic beverages through the fermentation process; and (3) those that produce distilled alcoholic beverages. Ice manufacturing, while not a beverage, is included with nonalcoholic beverage manufacturing because it uses the same production process as water purification.

The industry group, Tobacco Manufacturing, includes two types of establishments: (1) those engaged in re-drying and stemming tobacco and, (2) those that manufacture tobacco products, such as cigarettes and cigars.

Safety and Health Hazards

The 2014 Bureau of Labor Statistic (BLS) data shows that a majority of injuries within the North American Industry Classification System (NAICS) 312 occurred to employees involved in transportation and material moving of containers. This resulted in fractures, sprains, strains, tears, and lacerations in lower and upper extremities. A majority of injuries resulted in employees taking more than 31 days away from work. Implementation of a good safety and health management system with the use of engineering and administrative controls, training, and medical management should reduce the injury rate in this industry.

Individuals employed in beverage and tobacco product manufacturing occupations are exposed to other serious safety hazards on a daily basis. These encompass crushing and amputation injuries from in-running nip point areas on conveyors, crushing injuries from product stacking deficiencies, strikes by forklifts, falls from elevations, and trips and falls from poor housekeeping practices.



The equipment and materials used in this industry can also expose employees to lacerations, amputations, thermal burns, pinch points, and electrical hazards.

Workers are also routinely exposed to serious health hazards from exposure to chemicals, noise, temperature extremes, permit spaces, and inadequate ventilation. Chemical exposures found in these facilities include chemicals used in the fermentation and bottle sterilization process. Ice manufacturing may require chemicals for refrigeration and freezing; some of these can result in asphyxiation as the refrigeration gas displaces oxygen. Exposure to high noise levels can lead to hearing loss. Overexposures to heat stress can produce rashes, fainting and even death, while exposure to cold stress can lead to hypothermia and frostbite.

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Series on 10 High-Hazard Industries (Continued)

Jeff Edgerton, Safety Officer, GISHD

MIOSHA Standards

Many MIOSHA standards apply to this industry. The applicable General Industry Safety Standards include Parts 1, 2, 3, 4, 6, 7, 14, 18, 20, 21, 33, 39, 40, 49, 58, 75, 85, 90 and 92. The Occupational Health Standards include Parts 301, 380, 430, 433, 451, 470, 472, 474, 490, 520 and 591. Our inspection records show that in 2012 and 2013, the majority of citations issued to this industry in decreasing order were for Parts 1, 2, 39, 85, 7, 33, 92, 6, 21, 90 and 40. These standards, and publications related to the hazards, are located on the MIOSHA website at http://www.michigan.gov/lara/0,4601,7-154-11407_15368-39941--00.html.

MIOSHA's Consultation, Education and Training (CET) Division is available to employers so they may take steps voluntarily to correct hazards and comply with current safety and health regulations and practices. Employers can contact CET at 517-284-7720 for a free evaluation of their work place.

Case Study — General Industry

Employees Over-Exposed to Methylene Chloride During Industrial Parts Cleaning Operations

Elaine Clapp, Department Manager, GISHD

A complaint inspection was conducted in a parts manufacturing company during the spring of 2015. The complaint alleged that methylene chloride was being used to clean parts without adequate ventilation or personal protective equipment. Per federal OSHA, "methylene chloride, also called dichloromethane, is a volatile, colorless liquid with a chloroform-like odor. Methylene chloride is used in various industrial processes, in many different industries including paint stripping, pharmaceutical manufacturing, paint remover manufacturing, and metal cleaning and degreasing. The most common means of exposure to Me_2Cl_2 is inhalation and skin exposure. OSHA considers Me_2Cl_2 to be a potential occupational carcinogen." Because of the serious health hazards associated with this chemical, MIOSHA has a specific standard that is designed to protect employees: OH Part 313, Methylene Chloride.

The inspection revealed that employees were exposed to Me_2Cl_2 when they cleaned parts by dipping them into open five-gallon buckets of Me_2Cl_2 and then wiping the parts off on a table. The parts were wiped off with cloths already contaminated with Me_2Cl_2 . The work area did not have local exhaust ventilation to carry the chemical vapors away from the breathing zone of the employees, and vapors from contaminated cloths left lying on the table in the immediate work area added to exposures. In addition—employees were not provided with appropriate personal protective equipment to protect them from skin contact with Me_2Cl_2 . Air monitoring determined that one employee was exposed to Me_2Cl_2 above the permissible exposure limit (PEL) based on an 8-hour time-weighted average and one employee was exposed above the action level (AL). Employees were not wearing respirators at the time of these exposures.



Continued on next page

Case Study (Continued)

Elaine Clapp, Department Manager, GISHD

Ten violations of OH Part 313, Methylene Chloride were cited:

- Exposing an employee above the PEL.
- Not monitoring to determine employee exposures.
- Not developing and implementing a respiratory protection program for employees exposed above the PEL.
- No regulated area when exposures exceeded the PEL.
- Not utilizing engineering controls.
- Not providing appropriate gloves.
- Not providing an eyewash facility.
- No medical surveillance program for employees exposed above the AL.
- Not developing a hazard communication program.
- Not training employees on the chemical hazards.



Case Study — Construction Employee Killed in Unsupported Excavation

Eric Allen, Manager, Construction Safety and Health Division (CSDH)



On January 24, 2013, an employer assigned four employees to repair a leaking water main. Although a trench box was available, no shoring or support was installed in the approximately 8.5 feet-deep excavation. A pump was being used to control the leaking water in the excavation. While one employee was inside the excavation preparing for the repair, a side of the unsupported excavation collapsed, completely burying the employee. The other workers and first responders were able to uncover and remove the buried employee. The employee was transported to the hospital, but later died from their injuries.

Four violations were cited:

Part 1, General Rules, Rule 114(1) – The employer did not implement and coordinate the accident prevention program with employees who repair water mains.

Part 6, Personal Protective Equipment, Rule 622(1) – Employees were not wearing hard hats with overhead hazards. Excavator being used overhead while workers were in the excavation.

Part 9, Excavation, Trenching, and Shoring, Rule 933(2) – Excavated materials located within two feet of the excavation.

Part 9, Excavation, Trenching, and Shoring, Rule 941(1) – Excavation more than five feet deep was not sloped or supported appropriately.

FAQ

Required Workplace Posters

Q: What are the required posters for MIOSHA?

A: The Michigan Safety and Health Protection [On The Job Poster](#) and the Annual Summary of Injuries and Illnesses ([Log 300](#)) Michigan Right to Know Laws ([2105](#) and [2106](#) poster). Hard copies of these posters are available for ordering [online](#) or by contacting the Consultation Education and Training Division at 517-284-7720.

Awards, Partnerships and Alliances

MIOSHA, Manufacturing Technology Mutual Insurance Company Renew Alliance to Foster Safer Workplaces

The manufacturing and technology-based business program, Manufacturing Technology Mutual Insurance Company (MTMIC) renewed its alliance with MIOSHA to provide MTMIC members and others with information, guidance and training to reduce and prevent exposure to workplace hazards.



Precision Metalforming Association, MIOSHA Renew Alliance to Advance Workplace Safety

The East and West Michigan Districts of the Precision Metalforming Association (PMA), a trade association representing the metalforming industry, renewed its formal alliance with MIOSHA to help protect Michigan workers.



MIOSHA, O'Brien Edwards Brinkmann Joint Venture form Partnership to Protect Workers on Detroit Mixed Housing Project

O'Brien Edwards Brinkmann Joint Venture, the Department of Licensing and Regulatory Affairs (LARA) and MIOSHA signed a formal partnership with the goal of zero worker injuries, accidents and near misses during the construction of a \$65 million mixed housing project along the Detroit riverfront.

Standards Update

Recently Revised MIOSHA Standards

- ADM Part 11 Recording and Reporting of Occupational Injuries and Illnesses – effective May 27, 2015
- GI Part 39 Design Safety Standards for Electrical Systems – effective May 12, 2015
- GI Part 86 Electric Power Generation, Transmission and Distribution – effective May 12, 2015
- GI Part 33 Personal Protective Equipment – effective May 28, 2015
- OH Part 509 Illumination for Pulpwood Logging – effective May 28, 2015
- OH Part 510 Illumination for Sawmills – effective May 28, 2015
- GI Part 45 Die Casting – effective May 29, 2015
- CS Part 35 Confined Space in Construction – effective October 29, 2015
- CS Part 7 Welding and Cutting – effective October 29, 2015

MIOSHA Standards Being Revised

- CS Part 10 Cranes and Derricks
- CS Part 15 Excavators, Hoists, Elevators, Helicopters and Conveyors
- GI Part 74 Fire Fighting
- GI Part 85 The Control of Hazardous Energy Sources
- OH Part 523 Abrasive Blasting
- OH Part 529 Welding, Cutting and Brazing
- GI Part 7 Guards for Power Transmission
- GI Part 21 Powered Industrial Trucks
- OH Part 526 Dripping and Coating Operations
- OH Part 520 Ventilation Control
- CS Part 25 Concrete Construction
- CS Part 16 Power Transmission and Distribution
- CS Part 12 Scaffold and Scaffold Platforms
- OH Part 315 Chromium (VI) in Construction
- GI Part 24 Mechanical Power Presses
- CS Part 21 Guarding of Walking and Working Areas
- GI Part 5 Scaffolding
- CS Part 91 Process Safety Management of Highly Hazardous Chemicals
- GI Part 91 Process Safety Management of Highly Hazardous Chemicals
- OH Part 591 Process Safety Management of Highly Hazardous Chemicals

Watch the MIOSHA [standards webpage](#) for final versions once they are approved. For more information regarding these proposed changes, go to the [ORR proposed rule status page](#) and click on “proposed revision info” adjacent to the specific standard.



The Mission of the MIOSHA Program is:

To Protect the Safety, Health, Earned Wages and Fringe Benefits of Michigan Workers.

The MIOSHA News is a publication of the MIOSHA program.

Its purpose is to educate Michigan employers and employees about workplace safety and health; we encourage reprinting.

Director:
Martha B. Yoder

Deputy Director:
Barton G. Pickelman

Editor:
Tanya Baker

MIOSHA Hotline:
800-866-4674

Fatality Hotline:
800-858-0397

General Information:
517-284-7777

Michigan Department of Licensing and Regulatory Affairs (LARA)

Michigan Occupational Safety and Health Administration (MIOSHA)

www.michigan.gov/miosha



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