



KENTUCKY
OCCUPATIONAL SAFETY AND HEALTH PROGRAM

STATE OFFICE ANNUAL REPORT

for

FEDERAL FISCAL YEAR 2014

Larry L. Roberts, Secretary
Anthony Russell, Commissioner

INTRODUCTION

The Kentucky Occupational Safety and Health (OSH) Program was established in 1972 by the Kentucky General Assembly. In July of 1973, the U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) approved Kentucky's state plan.

The Kentucky Labor Cabinet has experienced two (2) significant reorganizations. By Executive Order 2004-731, issued by Governor Ernie Fletcher in 2004, the Labor Cabinet was abolished with all duties, responsibilities, employees, and functions transferred to the Environmental and Public Protection Cabinet, Department of Labor. Executive Order 2004-731 was ratified into law during the 2005 General Assembly by Senate Bill 41.

Executive Order 2008-472, issued by Governor Steven L. Beshear and effective June 16, 2008, re-established the Labor Cabinet, headed by a Secretary appointed by the Governor, and assigned to it all organizational entities within, attached to, or associated with the former Department of Labor, including all duties, functions, responsibilities, personnel, records, files, equipment, budgets, appropriations, allotments, and cash balances assigned to those entities. All duties, responsibilities, records, files, equipment, budgets, appropriations, allotments, and cash balances assigned to the Office of Occupational Safety and Health were assigned to the Department of Workplace Standards, headed by a Commissioner appointed by the Governor.

Executive Order 2008-472 was not ratified in the 2009 Regular Session of the General Assembly. Therefore, Executive Order 2009-537 was issued by Governor Beshear on June 12, 2009, to preserve the organizational structure established in Executive Order 2008-472.

Executive Order 2009-537 once again established the Labor Cabinet and assigned to it all

organizational entities associated with the former Department of Labor as stated in Executive Order 2008-472.

Under the reorganization, the appointed directors of the Division of OSH Compliance and Division of OSH Education and Training report to the Commissioner of Workplace Standards who, in turn, reports to the Secretary of the Labor Cabinet.

On March 25, 2010, Governor Beshear signed into law House Bill 393, an act relating to reorganization. House Bill 393 amended and created various sections of the Kentucky Revised Statutes to abolish the Environmental and Public Protection Cabinet and created (re-established) the Labor Cabinet. Kentucky's OSH Program now consists of the Division of OSH Compliance, headed by a Director; the Division of OSH Education and Training, headed by a Director; and the OSH Federal-State Coordinator. The OSH Federal-State Coordinator and the appointed directors of the Division of OSH Compliance and Division of OSH Education and Training report to the Commissioner of Workplace Standards who, in turn, reports to the Secretary of the Labor Cabinet.

The Division of OSH Education and Training and the Division of OSH Compliance have an effective and comprehensive effort to promote the safety, health, and general welfare of the people of the Commonwealth. This effort focuses on preventing hazardous working conditions and practices at places of work. The Divisions of OSH Education and Training and OSH Compliance provide for voluntary compliance services, education and training, enforcement through inspections of workplaces, onsite consultation services, research, statistics, and other functions that meet the mandate of the Kentucky Revised Statutes (KRS) Chapter 338.

The Kentucky Labor Cabinet remains fully committed to promoting the safety, health, and general welfare of the Commonwealth of Kentucky by preventing any detriment to the safety

and health of all employees, both public and private, arising out of exposure to harmful conditions and practices at places of work. In addition, the Cabinet is fully involved in preserving our human resources by providing for education and training, inspection of workplaces, consultation services, research, reports, statistics, and other means of advancing progress in occupational safety and health.

The Kentucky OSH Program implemented a five (5) year strategic plan for Fiscal Years (FY) 2011-2015 that utilizes a combination of resources to address workplace hazards, including enforcement strategies, consultations, training and education, partnership programs, technical assistance, and standards development. The synergistic effect of these combined resources enables the OSH Program to significantly impact worker safety and health in the Commonwealth of Kentucky.

This report is presented in three (3) sections. Section I addresses Kentucky's success in achieving FY 2014 Performance Plan goals. Section II addresses mandated activities during FY 2014. Section III addresses noteworthy accomplishments achieved by the Kentucky OSH Program during FY 2014.

Empirical information presented in this report reflects accurate data representative of the period sampled. Some case files have matured since then while others are still working through the process. Subsequently, some of the information would be different if resampled.

SECTION I SUCCESS ACHIEVING PERFORMANCE GOALS

The first strategic goal of the 2011-2015 Strategic Plan is to improve workplace safety and health for all workers, particularly in high-risk industries, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses, and fatalities.

Goal 1.1 of the FY 2014 Annual Performance Plan addresses the aforementioned Strategic Plan goal. Goal 1.1 is to reduce the recidivism rate for repeat, serious, and willful violations in residential construction.

The FY 2011 baseline was four (4) willful serious, ten (10) repeat serious and ninety-six (96) serious violations in residential construction. In FY 2014, the Division of OSH Compliance conducted forty-five (45) residential construction inspections resulting in one (1) willful serious violation, six (6) repeat serious violations, and fifty (50) serious violations. Total penalties were \$221,400. Kentucky met its goal.

The Division of OSH Education and Training offers training, upon request, to employers engaged in residential and non-residential, construction.

Performance Goal 1.2 aims to reduce the hazards associated with amputations, hospitalizations, and illnesses in general industry and construction.

The baseline for reported amputations set in 2011 was fifty-four (54). In FY 2014, the Division of OSH Compliance received fifty-eight (58) reported amputations. Forty-six (46) inspections were conducted with four (4) repeat serious violations, twenty-nine (29) serious violations, and eight (8) other than serious violations. Total penalties were \$220,950.

The FY 2011 baseline was 151 reported hospitalizations. In FY 2014, the Division of OSH Compliance received 158 hospitalization reports. Sixty-five (65) inspections were

conducted resulting in two (2) repeat serious violations, forty-two (42) serious violations, and eleven (11) other than serious violations. Total penalties were \$200,250.

Performance Goal 1.3 addresses the total number of employees removed from hazards through a multi-pronged strategy. This performance goal incorporates efforts for both the Division of OSH Compliance and the Division of OSH Education and Training. The Division of OSH Compliance's portion of this goal consists of response to imminent dangers, staff training, and conducting inspections for reports of hospitalization of fewer than three (3) employees.

The Division of OSH Compliance responded to 201 imminent dangers in FY 2014 within one (1) working day. Although three (3) inspections appear as outliers in FY 2014, the Division of OSH Compliance responded all three (3) of the imminent dangers within one (1) working day.

1. An imminent danger referral for Connie Mink dba Connie Mink was received Wednesday, November 6, 2013. A CSHO arrived on site same day but no one was on site. Kentucky responded within one (1) working day of notice. The CSHO returned and opened an inspection.
2. An imminent danger referral for H & H Enterprises LLC was received Monday, June 2, 2014. A CSHO arrived on site same day but no one was on site. Kentucky responded within one (1) working day of notice. The CSHO returned and opened an inspection.
3. An imminent danger referral for Central Kentucky Contracting Group Inc. was received Monday, September 15, 2014. A CSHO arrived on site same day but an employer representative was not on site. Kentucky responded within one (1) working day of notice. The CSHO returned and opened an inspection.

During FY 2013, the Division of OSH Education and Training conducted 186 health surveys of which 184 were considered high hazard. The division's safety branch conducted 156 surveys, of which all were considered high hazard.

Performance Goal 1.4 strives to ensure that employers are adhering to settlement provisions and verify abatement of imminent danger and fatality violations.

The Division of OSH Compliance conducted eight (8) follow-up inspections in FY 2014 with two (2) repeat serious violations. Total penalties were \$46,200.

Performance Goal 1.5 aims to reduce the number of injuries caused by falls, struck-by, and crushed-by incidents in construction by ten (10) percent through a six (6) part strategy that combines efforts by the Division of OSH Compliance and the Division of OSH Education and Training. The results are addressed throughout the body of this report; however, the injury and illness data performance indicator is specifically addressed here.

Data was collected by the Bureau of Labor Statistics Survey of Occupational Injuries and Illness in cooperation with the Division of OSH Education and Training's Statistical Services Branch. The following Kentucky and national incident rates for 2013 represent nonfatal occupational injuries and illnesses involving days away from work per 10,000 full-time workers in the construction industry.

2013	Falls	Struck-by	Crushed
Kentucky	14.6	18.6	4.9
National	18.0	32.4	6.9

Kentucky's rates were below the national averages in 2013.

The Division of OSH Education and Training continues its Construction Partnership Program (CPP) and monitors the number of enrolled employers, training courses, contact hours, surveys, and technical assistance efforts.

Performance Goal 1.6 aims to initiate all fatality and catastrophe inspections by the Division of OSH Compliance within one (1) working day of notification. Although one (1) fatality appears as an outlier in FY 2014, the Division of OSH Compliance responded within one (1) working day. Kentucky met its goal.

1. A fatal accident involving an employee of Charles Vernon Cowherd dba Charles Vernon Cowherd occurred on Thursday, April 24, 2014. The accident was reported to the Division of OSH Compliance by the Labor Cabinet's Office of General Counsel on Tuesday, April 29, 2014. A CSHO made contact with the employer and determined there was no employer-employee relationship; therefore, an inspection was not conducted.

Performance Goal 1.7 aims to initiate Division of OSH Compliance inspections of all imminent danger reports within one (1) working day of notification. The Division of OSH Compliance received 204 reports of imminent danger in FY 2014. Although three (3) inspections appear as outliers in FY 2014, the Division of OSH Compliance responded to all within one (1) working day. Kentucky met its goal.

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Performance Goal 1.8 strives to reduce Kentucky's total case rate for injuries and illnesses. This performance goal combines efforts for both the Division of OSH Compliance and the Division of OSH Education and Training.

The 2011 baseline incident rate for all industries was 4.5. The total recordable incidence rate in 2013 for all industries in Kentucky was 4.1, which is an improvement from the baseline rate. Both divisions of the Kentucky OSH Program strive for continuing improvement in the total case rate for Kentucky. Efforts such as the Targeted Outreach Program (TOP) and the Safety Tops Our Priority (STOP) are producing positive results.

Performance Goal 1.9 addresses the reduction of Kentucky's lost time case rate for injuries and illnesses. This performance goal combines efforts for both the Division of OSH Compliance and the Division of OSH Education and Training.

The 2011 baseline rate for Kentucky was 2.1. For 2013, the incident rate for lost time events was 2.1, matching the baseline. Kentucky continues to direct resources toward efforts that are having a positive impact on the injury and illness rates in Kentucky. The targeting efforts of the Division of OSH Compliance along with the long-term outreach work of the Division of OSH Education and Training continues to enhance the safety and health of

Kentucky's workforce. The Kentucky OSH Program's focus on the highest hazard industries and specific facilities is a direct and effective approach to lowering incident rates.

Performance Goal 1.10 aims to reduce the total case rate in five (5) of the fifteen (15) most hazardous industries in Kentucky and incorporates efforts for both the Division of OSH Compliance and the Division of OSH Education and Training.

During FY 2014, the Division of OSH Education and Training conducted 153 safety and health surveys in the selected top ten (10) Kentucky high hazard NAICS and specific high hazard industries. Additionally, forty (40) training sessions were presented at five (5) Population (POP) Center Training seminars throughout the Commonwealth. The training addressed subjects relevant to the targeted NAICS such as Injury and Illness Recordkeeping, Fall Protection, Confined Space, Basic Electrical Safety, Fire Safety and Protection, Bloodborne Pathogens, Personal Protective Equipment, Spray Finishing, Lockout-Tagout, Electrical Safe Work Practices, Back Care and Ergonomics, and Powered Industrial Trucks. Over 1,800 participants attended the training courses.

In an effort to supplement resources in addressing high hazard industry issues, the Division of OSH Education and Training continued to coordinate outreach with professional and industry associations.

The Division of Education and Training targeted employers at specific facilities using 2011 OSHA Data Initiative information. Bureau of Labor Statistics 2012 data was utilized to target employers in the industries with the highest injury and illness rates. 502 letters were sent to employers encouraging them to request consultation services. 174 employers responded to the outreach letters with survey requests. Division staff members are working with these employers to improve the safety and programs in their places of employment. Employers who did not

respond or chose not to use the voluntary services of the Division of OSH Education and Training are referred to the Division of OSH Compliance.

Kentucky remains committed to working with these employers and continues to target those industries and employers with the worst injury and illness rates. The Division of OSH Education and Training will continue to focus on a greater awareness and reduction in ergonomic-related injuries. The Division of OSH Education and Training continues to offer ergonomic training and to provide technical assistance to employers upon request.

The second goal of Kentucky's 2011-2015 Strategic Plan is to change workplace culture to increase employer and worker awareness of, commitment to, and involvement in occupational safety and health.

Performance Goal 2.1 addresses settlement agreements. Agreements with a monetary penalty reduction of more than \$10,000 will include OSHA's 1989 Safety and Health Management Guidelines; or, engage outside safety and health consultation.

During FY 2014, the Division of OSH Compliance signed 102 settlement agreements. Penalties were reduced \$10,000 or more in twenty-four (24) cases. Nineteen (19) of the twenty-four (24) agreements did not include the 1989 Safety and Health Management Guidelines or require the engagement of outside safety and health consultation. The 1989 Safety and Health Management Guidelines were not required due to, or a combination of:

1. The documented financial condition of the employer.
2. The employer was a construction company. Construction activities are not addressed in the 1989 guidelines because they are covered by Subpart C of the construction standards found at 29 CFR Part 1926.

3. The citation(s) were reclassified resulting in a penalty reclassification of \$10,000 or more.

A brief synopsis of the cases follows.

- The penalty in Boarman Brothers Masonry, Inc., KOSHRC 4983-12, was reduced from \$47,250 to \$2,823 and Boarman Brothers Masonary, Inc., KOSHRC 4999-12, was reduced from \$37,800 to \$2,823. Both were based on the documented financial condition of the employer. Additionally, construction activities are not addressed in the 1989 guidelines because they are covered by Subpart C of the construction standards found at 29 CFR Part 1926.
- The penalty in Master Installers, Inc., KOSHRC 5016-13, was reduced from \$31,250 to \$20,000 based on the employer developing and implementing a fall protection policy involving training for current and future employees and contractors. Additionally, construction activities are not addressed in the 1989 guidelines because they are covered by Subpart C of the construction standards found at 29 CFR Part 1926.
- The penalty in Mr. Roof Louisville, LLC, KOSHRC 4928-12, was reduced from \$112,000 to \$11,200, and Mr. Roof Louisville, LLC, KOSHRC 5007-13, was reduced from \$136,000 to \$13,600, and Mr. Roof Louisville, LLC, KOSHRC 5018-13, was reduced from \$22,400 to \$11,200. All based on the employer adding a safety screening component to its subcontractor hiring process; requiring all contractors submit a safety program to be kept on file containing photos and names of all subcontractor employees; requiring all subcontractors and their employees obtain and provide proof of four (4) hours of certified safety training to include fall protection training, PPE and ladder safety in a manner and language understood to employees; requiring subcontractors to designate

a crew leader and safety representative and provide contact information to Mr. Roof project manager; requiring employer or outside consultant conduct random, unannounced safety checks at a minimum of one (1) per day for each residential project site and a minimum of two (2) per day at each multi-family/commercial site and documenting in photographs and writing including corrective actions; instituting a graduated discipline policy for subcontractors; and, requiring project managers obtain OSHA ten (10) hour as well as four (4) hour fall protection training and execute a job-site inspection report for each site. Additionally, construction activities are not addressed in the 1989 guidelines because they are covered by Subpart C of the construction standards found at 29 CFR Part 1926.

- The penalty in City of Whitesburg Sanitation Department, KOSHRC 4953-12, was reduced from \$24,500 to \$500 based on the documented financial condition of the employer.
- The penalty in Alstom Power, Inc., KOSHRC 5060-13, was reduced from \$21,250 to \$0 based on the employer moving the machine out of the facility and reclassification of the repeat serious citation to serious.
- The penalty in Beam Global Spirits & Wine, LLC dba Jim Beam Brands Co., KOSHRC 4906-12, was reduced from \$64,200 to \$26,350 based on the repeat serious citation reclassified as serious and withdrawal of Citation 3, Item 1. Citation 2, Item 2 was consolidated with Citation 1, Items 1a and 1b.
- The penalty in CM Services of Kentucky, Inc., dba Paul Davis Restoration and Remodeling KOSHRC 5071-13 was reduced from \$33,600 to \$11,200 based on reclassification; grouping Citation 1, Items 1, 2, and 3. Additionally, construction

activities are not addressed in the 1989 guidelines because they are covered by Subpart C of the construction standards found at 29 CFR Part 1926.

- The penalty in Palmer Roofing & Sheet Metal, Inc., KOSHRC 5054-13, was reduced from \$16,800 to \$5,500 based on the reclassification of the repeat serious violation to serious. Additionally, construction activities are not addressed in the 1989 guidelines because they are covered by Subpart C of the construction standards found at 29 CFR Part 1926.
- The penalty in Anderson Hardwood Pellets, LLC, KOSHRC 5124-14, was reduced from \$28,700 to \$14,350 based on the documented financial condition of the employer.
- The penalty in Sealed Air Corporation, (US), KOSHRC 5051-13, was reduced from \$25,500 to \$13,250 based on the reclassification of Citation 1, Items 1 and 3 from serious to non-serious.
- The penalty in Security Safe Outlet, Inc. dba Smokin' Guns, KOSHRC 5105-14, was reduced from \$20,000 to \$1,000 based on the employer ceasing operations and the documented financial condition of the employer.
- The penalty in Exterior Concepts, Inc., KOSHRC 5139-14, was reduced from \$27,500 to \$13,750. The employer was a construction company. Construction activities are not addressed in the 1989 guidelines because they are covered by Subpart C of the construction standards found at 29 CFR Part 1926.
- The penalty in Progress Rail, Inc., KOSHRC 4931-12, was reduced from \$28,000 to \$8,500 based on reclassification; grouping Citation 1, Items 1, 2, and 3 into one serious violation and penalty reduction for Citation 1, Item 4.

- The penalty in Toyota Motor Manufacturing Kentucky, Inc., KOSHRC 4974-12, was reduced from \$25,250 to \$10,750 based reclassification; on grouping serious violations Citation 1, Items 1 and 3 and dismissing non-serious Citation 2, Item 1.
- The penalty in Aleris Rolled Products, Inc., KOSHRC 5095-13, was reduced from \$32,750 to \$14,000 due to citation reclassification.
- The penalty in Moran Foods, LLC dba Save-a-Lot Foods, KOSHRC 5141-14, was reduced from \$11,200 to \$0 based on dismissal of one (1) serious violation and one (1) serious violation reclassified to non-serious.

Performance Goal 2.2 is to incorporate evaluation of safety and health management systems in 100 percent of the full-service comprehensive surveys.

All Division of OSH Education and Training comprehensive general industry consultative survey reports contained a completed Form 33. Each comprehensive survey also included a safety and health program evaluation.

Performance Goal 2.3 seeks to utilize the Safety & Health Program Assessment Worksheet in 100 percent of the general industry full-service surveys and include a narrative safety and health program evaluation in 100 percent of the full-service surveys.

All full-service surveys conducted by the Division of OSH Education and Training included a narrative safety and health program evaluation and utilized the Safety and Health Program Assessment Worksheet.

Performance Goal 2.4 aims to provide safety and health program management training. The Division of OSH Education and Training developed a cost-free online eLearning safety and health program management training module during FY 2013. The division published the

module to the Labor Cabinet's eLearning website, www.laborcabinetetrain.ky.gov, in January 2014.

Performance Goal 2.5 addresses the evaluations of worksites on a timely basis and certify Voluntary Protection Program (VPP) sites, develop construction partnership agreements, and add new employers to the pre-Safety and Health Achievement Recognition Program (SHARP) and SHARP.

The Kentucky OSH Partnership Program continues to be very active working with current participants, adding new participants and always reaching out and looking for new participants for VPP, SHARP and the Construction Partnership Program (CPP).

The largest CPP agreement in the history of the program, the Louisville Bridges project, began early October 2013. The Labor Cabinet established a formal site-based partnership with Walsh Construction Company and WVB East End Partners (a team of Walsh Investors LLC, VINCI Concessions and Bilfinger Project Investments), which are building the Downtown Crossing and East End Crossing, respectively. The National Construction Alliance II and the National Heavy and Highway Coalition represent both projects and are signatory participants in the partnership as well as the Kentucky Transportation Cabinet. The \$2.6 billion Ohio River Bridges project is Kentucky's largest current transportation infrastructure improvement and is one of the biggest underway in the nation. Several full site CPP audits were conducted in FY 2014 at both sites, covering hundreds of employees doing dozens of different jobs and work activities. Kentucky continues to work closely with both sites and expects to add more frequent site audits with the tremendous amount of work occurring at both sites. Both bridges are expected to be open to traffic in late 2016.

Two (2) large CPP projects launched during this SOAR reporting period. The first was signed in April of this year and is a partnership with Skanska USA Building Inc. / Congleton-Hacker Company who, in partnership with each other, are working a major renovation of the University of Kentucky's football facility-- Commonwealth Stadium. It is an approximately \$110 million dollar project and is Kentucky's first CPP agreement with Skanska. The Division of Education and Training has previously engaged in multiple CPP projects with Congleton Hacker. The project includes a dramatic external facelift that will take on a modern look. Inside, concourses will be revamped, new home-team facilities will be built, new restrooms and concession stands will be added, there will be new premium seating including clubs at the field and mezzanine levels plus new lodge boxes. There will be new end zone seating featuring new recruiting room and hospitality areas. A new sideline suite level will be constructed atop the south stands and will contain approximately twenty (20) luxury suites. A new press box will be above the suite level with areas for media seating, television and radio broadcasts, as well as additional VIP seating. The project is scheduled for an August 2015 completion.

A second large CPP project was signed August 2014 and is the Louisville Ford Truck Plant expansion. The project cost is roughly \$250 million dollars and should increase the production at the facility by approximately thirty (30) percent. This is a somewhat unique project as it includes four (4) separate general contractors, all of which are conducting work on site that includes multiple builds/phases conjoined under one (1) project. Local union representation was also a formal signing partner on this project. Signing partners included Ford (Louisville Truck Plant), Aristo, Abel Construction, Walbridge, Durr, UAW Local 862, and the greater Louisville Building and Construction Trades Council. The project is scheduled for a December 2015 completion.

VPP continues to be successful and sets the standard for program and participant quality. One (1) new facility, Cintas in Grayson, was added February 2014 and became the 12th active VPP site in Kentucky. The Partnership Program is working diligently with several other facilities in their quest to become VPP.

The VPP program is also improving the way in which employee perception surveys and interviews are conducted, thus reducing travel and labor costs. Though still in the testing stage, Kentucky's partnership program staff can now use Adobe Connect to interview employees online during the perception survey portion of the VPP audit. This existing technology is presently used by the division used for eLearning and was expanded for this new purpose. The survey documents are composed using Forms Central and filled out by the employee electronically. This will be a huge cost savings to the division and a more efficient way of delivering the product.

SHARP continued to grow and added three (3) new companies with several more ready to come aboard very soon. The FY 2014 additions were:

- Roll Forming Aerospace, Shelbyville;
- Firestone Industrial Products, Williamsburg; and
- Crane Composites, Florence.

Unfortunately, one (1) SHARP participant was released in FY 2014 due to lack of commitment and a regression in safety culture.

Performance Goal 2.6 addresses the implementation of a targeted outreach plan for 100 percent of new Kentucky OSH standards.

The Division of OSH Education and Training developed electronic and traditional training addressing OSHA's April 11, 2014 final rule that created and revised general and

construction industry standards related to electric power generation, transmission, and distribution as well as electrical protective equipment.

The division continues to offer free outreach training at POP Centers for employers and employees across the Commonwealth addressing Kentucky OSH standards. The Kentucky Labor Cabinet also maintains updated and accurate information on the Kentucky OSH webpage as well as cost free publications for employers and employees. The Division of OSH Education and Training distributes a compact disc that contains all state OSH regulations, federal OSH standards, Kentucky safety and health manuals, posters, conference information, and other resource links. The compact disc offers employers a mechanism to register and receive notices regarding new or amended regulations. The Kentucky OSH Program provides the compact disc free of charge.

The Kentucky OSH Program no longer prints the federal regulations. Kentucky now prints a document entitled “Kentucky Occupational Safety and Health Standards for Construction and General Industry.” The document contains Kentucky specific OSH general industry and construction regulations that supersede OSHA’s standards.

The third goal of Kentucky’s 2011-2015 Strategic Plan is to maximize the efficiency and effective use of human and technological resources.

Performance Goal 3.1 is to maintain a reliable data repository.

The Division of OSH Compliance employs one (1) individual dedicated to maintaining reliable data. IMIS rejects are completed daily and SIR/SAMM reports are reviewed quarterly.

The Division of OSH Compliance uses the following reports to maintain reliable data:

- Citations Pending;
- Weekly Response (Complaint);
- Weekly OSHA-7 (Complaint);
- Open Inspections;

Unsatisfied Activity;
Default Violation Abatement;
OSH 31;
Monthly Tracking;
Candidates for Follow-up;
Fat/Cat;
Complaints;
Referrals;
Micro to Host Inspection Activity Report;
Violations; and
SIR/SAMM.

The Division of OSH Education and Training continues to maintain a data repository by monitoring IMIS rejects, running MARC reports, updating internal tracking, and running backups on a daily and monthly basis.

The Kentucky OSH Program deployed new comprehensive data management software in FY 2013 for both the Division of OSH Compliance and the Division of OSH Education and Training that “replaced” OSHA’s NCR/IMIS system. The software did not actually replace the NCR/IMIS system; NCR equipment is presently maintained as required by OSHA but Kentucky OSH Program staff members do not utilize it. Kentucky’s new software communicates to OSHA’s IMIS “behind the scenes” via the NCR equipment. In addition to the collection, retention, and transmission of Kentucky’s data to OSHA, the software provides new, advanced OSH Program capabilities including report writing, inspection and survey milestone tracking, time management, program performance reports, etc. Each division also has specific functionality and capabilities unique to their individual needs. The software has proven very beneficial to the OSH Program. So much so that Kentucky commissioned and deployed customization to the software to complement OSH Program efforts.

Kentucky is engaged with OSHA to implement an interface to transmit Kentucky’s data into OSHA’s new “OSHA Information System.”

Performance Goal 3.2 aims for new supervisory staff to complete formal leadership training or complete certification.

The Division of OSH Compliance and the Division of OSH Education and Training did not hire new supervisory staff during FY 2013.

Performance Goal 3.3 encourages and aids professional certification. During FY 2014, the Division of OSH Compliance maintained three (3) certified Occupational Health and Safety Technologist (OHST) employees and eight (8) certified Construction Health and Safety Technician (CHST) employees. During FY 2013, the Division of OSH Compliance also sent employees to attend certification preparation courses. The Division of OSH Compliance maintained two (2) Certified Safety Professional (CSP) employees.

The Division of OSH Compliance continues to encourage and promote professional certification by maintaining two (2) safety position descriptions and increased salaries for the level of certification, paying for certification preparatory courses, and paying for the certification examination after successful completion. Two (2) employees were promoted or reclassified as a result of successfully attaining professional certification.

One (1) Division of OSH Compliance safety supervisor is a Certified Public Manager (CPM) and the Health Program Manager holds a Certificate of Management Fundamentals.

During FY 2014, the Division of OSH Education and Training maintained five (5) dual-certified (CIH/CSP) employees, five (5) CSP employees, three (3) CIH employees, six (6) OHST employees, and three (3) CHST employees. The division has four (4) employees that completed the CPM Program through Kentucky State University Governmental Services Center. The division has one (1) Master Logger certified employee, one (1) employee who is a Certified Government Meeting Planner, and two (2) Certified Management Fundamentals employees.

Performance Goal 3.4 encourages and aids the attainment of advanced degrees. In FY 2014, the Division of OSH Compliance funded graduate degrees at Eastern Kentucky University for two (2) safety compliance officers. Both graduated with a Master of Science in Safety, Security, and Emergency Management degrees.

Since 2009, the Division of OSH Compliance has supported nine (9) compliance officers attaining Master of Science degrees.

The Division of OSH Education and Training has several employees working toward advanced degrees.

Performance Goal 3.5 aims to develop electronic learning products.

The Division of OSH Education and Training added four (4) cost-free interactive training products to the www.laborcabinettrain.ky.gov library. They are “OSHA’s Safety & Health Program Management Guidelines”, “Introducción a la Protección Contra Caídas En Español”, “Notice of Recordkeeping Requirements”, and “Overview of the Survey of Occupational Injuries and Illnesses”.

Modules 1, 2, 3, and 4 of the “Introduction to Hazard Communication 2012” were updated to include Globally Harmonized System of Classification and Labeling of Chemicals information.

Eight (8) new webinars were conducted, recorded, and published to the website for instant viewing. They are “Office Ergonomics Making It Work For You”, “Electrical Safety Training for the Unqualified Worker”, “Hearing Conservation”, “Eyewashes, Showers, and First-Aid”, “Accident Investigation Utilizing Root Cause Analysis”, “Bloodborne Pathogens In General Industry and Construction”, “What is a Fall Rescue Plan? The suspension is killing us!”, and “Occupational Heat Exposure”.

Performance Goal 3.6 seeks to include photographs of actionable hazards in 100 percent of surveys.

Photographs of actionable hazards were included in all consultation surveys when feasible. This continues to be monitored through the review of all consultation reports.

SECTION II MANDATED ACTIVITIES

The Occupational Safety and Health Act and 29 CFR 1902 establish a number of mandated activities or core elements for any state plan program. Kentucky's Annual Performance Plan, while involving many of these core elements, does not address every mandated activity. Mandated core elements of Kentucky's OSH program are addressed in this section.

Unannounced Inspections, Including Prohibition Against Advance Notice Thereof

During FY 2014, the Division of OSH Compliance conducted a total of 998 unannounced inspections of work sites under the authority of KRS 338.101. Advance notice of inspections is prohibited and punishable under KRS Chapter 338.991(9).

Employee Involvement in Inspection Process

803 KAR 2:110 establishes that an authorized representative of the employees is given an opportunity to accompany compliance officers during inspections. The Division of OSH Compliance contacts a representative(s) of employee-organized groups upon entry onto a site in order to afford employees participation in the inspection process. Representatives of employee groups may participate in the inspection process by attending the opening conference, accompanying the inspector and employer on the walkaround, and attending the closing conference. Employee representatives are also allowed to observe employee interviews. If no employee-organized group exists at the facility, employee interviews are conducted.

Following the inspection, 803 KAR 2:130 requires that employee representative(s) be afforded the opportunity to observe any informal conference requested by the employer. 803 KAR 50:010 Section 14 allows the employee organization, or any interested employee, to intervene in any subsequent contest.

First Instance Sanctions Against Employers Who Violate the Act, Including Citations

KRS Chapter 338.141 mandates the issuance of citations for violations of any OSH requirement. The Division of OSH Compliance continued to improve Kentucky's work environment through enforcement operations, which include first instance citations for violations of workplace safety and health standards and regulations.

The Division of OSH Compliance conducted a total of 998 inspections in FY 2014, 847 safety inspections and 151 health inspections. 772 inspections were un-programmed, breaking down as:

- 362 referrals;
- 177 complaints;
- 190 un-programmed related;
- Fourteen (14) follow-ups; and
- Twenty-nine (29) fatalities/catastrophes.

226 programmed inspections break down as:

- Ninety-eight (98) planned; and
- 127 programmed related.

523 inspections were in the construction industry and 475 were in manufacturing. 960 private sector and thirty-eight (38) public sector employers were inspected. The Division of OSH Compliance conducted 847 safety inspections which constitute 84.9 percent of total inspections while health conducted 151, representing 15.1 percent of total inspections. Seventy-four (74) inspections were conducted under national emphasis programs. Sixty-one (61) of these were safety and thirteen (13) were health related.

Safety averaged 29.3 hours per case with 81.3 average days from opening to citation issuance. Health averaged 81.9 hours per inspection with 101.7 average days from opening to citation issuance. A total of 1,213 violations were issued in FY 2014 with penalties totaling \$3,544,625 and break down as:

850 violations classified as serious with penalties of \$2,698,625;
Six (6) violations classified as willful with penalties of \$280,000;
Thirty-nine (39) repeat with penalties of \$497,400; and
318 violations classified as other than serious with penalties of \$68,600.

In FY 2014, the total amount of penalties collected by the Division of OSH Compliance was \$910,532.18.

120 cases were contested representing twelve (12) percent of total inspections.

The Division of OSH compliance inspected establishments employing a total of 251,087 employees and the inspections covered 55,798 employees. The Division of OSH Compliance vacated nineteen (19) private sector violations which represents 1.52 percent of the violations issued. Additionally, the Division reclassified nine (9), or .72 percent of the violations issued. Penalties issued were retained in 70.6 percent of the violations.

Ensuring Abatement of Potentially Harmful or Fatal Conditions

Hazardous conditions identified by Kentucky compliance officers and consultants are required to be abated. In order to ensure the correction of violations, KRS 338.991(4) provides specific penalties for any employer who fails to correct a cited violation. In addition, 803 KAR 2:060 establishes that employers must certify that each cited violation has been abated. Follow-up inspections are conducted to verify that potentially harmful conditions have been abated. The Division of OSH Compliance strives to perform at least ten (10) percent of safety and health inspections as follow-up inspections. The safety branch follows up on imminent danger inspections after the employer has received the citations. The majority of these inspections deal with residential fall protection, non-residential fall protection, and trenching hazards. Also on the follow-up list are employers who fail to provide the Division of OSH Compliance with abatement documentation.

The Division of OSH Compliance performed fourteen (14) follow-up inspections in FY 2014, representing 1.4 percent of all safety and health inspections.

No failure-to-abate violations were issued in FY 2014.

Discrimination rights established in KRS 338.121 and 803 KAR 2:250 are explained to complainants when they contact the Division of OSH Compliance. Employees interviewed during OSH inspections are also informed of their rights. The Division of OSH Compliance prints discrimination rights on the backs of staff business cards which are given to employees during inspections.

The Division of OSH Compliance has the force of KRS 338.131(1) which gives the executive director who is the Commissioner of Workplace Standards the authority to issue an immediate abatement order in the event of “. . .an imminent danger which reasonably could be expected to cause death or serious physical harm.” This ensures prompt abatement or removal of employees from the hazard. If an employer fails to comply with an abatement order issued under KRS 338.131(1), the Division of OSH Compliance shall apply to the Franklin Circuit Court through its Office of General Counsel for an order to restrain such condition or practice.

Serious hazards identified by Division of OSH Education and Training consultants must also be corrected. Employers who fail to correct serious hazards identified in Division of OSH Education and Training consultative surveys are subject to referrals to the Division of OSH Compliance for inspection.

Prompt, Effective Standard Adoption and Promulgation

The Kentucky OSH Standards Board, hereinafter referred to as Board, held a public meeting on May 6, 2014 in Louisville to consider state adoption of several amendments to OSHA's standards.

The Board considered and adopted OSHA's rule published in the May 29, 2013 *Federal Register* that revised the digger derrick exemption in the Cranes in Construction regulation. The amendments did not affect the substantive requirements of the standard but broadened the exemption for digger derricks. The affected Kentucky regulations were 803 KAR 2:421 and 2:505.

The Board considered and adopted a final rule published in the November 20, 2013 *Federal Register* and confirmed in the April 18, 2014 *Federal Register* that revised the mechanical power presses standard. The revisions changed the requirements to certify periodic inspections on presses. The affected Kentucky regulation was 803 KAR 2:314.

The Board considered and adopted amendments published in the April 11, 2014 *Federal Register* that created and revised general and construction industry standards related to electric power generation, transmission, and distribution as well as electrical protective equipment. The changes added several new compliance requirements creating consistency between general and construction industries. The affected Kentucky regulations were 803 KAR 2:308, 2:317, 2:318, 2:400, 2:404, 2:412, 2:421, 2:423, and 2:505. Kentucky removed a state-specific requirement in 803 KAR 2:421 since the provision had been incorporated into the adopted regulatory language.

The Board considered and adopted a final rule published in the June 13, 2013 *Federal Register*, which was corrected and confirmed in the November 6, 2013 *Federal Register*, updating consensus standards based on national signage consensus standards. The rule did not create additional compliance requirements. The affected Kentucky regulations were 803 KAR 2:300, 2:306, 2:309, 2:317, 2:400, and 2:406.

The Board considered and adopted the deletion of an entire KAR based on the removal of Subpart DD published in the August 17, 2012 *Federal Register* that revised the cranes in

construction requirements for demolition and underground construction. The amendments in this federal register were adopted during the previous year's meeting; however, the actual deletion of the KAR was not discussed. 803 KAR 2:550 was repealed with the filing of 803 KAR 2:551.

The Board considered and adopted the amendments published in the April 21, 2014 *Federal Register* revising the vertical tandem lift requirements for the maritime industry. These revisions originated from a federal court order that limited the application of the requirements to ship-to shore vertical tandem lifts and removed platform containers from the scope of vertical tandem lift requirements. The affected Kentucky regulation was 803 KAR 2:500.

All amendments adopted by the Board at its May 6, 2014 public meeting became effective in Kentucky on September 5, 2014.

Allocation of Sufficient Resources

The Kentucky OSH Program continued to match federal funding at the required rate. The state provides significant additional dollars beyond the federal match to meet the Program's needs. Kentucky's ratio was 67:33 of state to federal funds for FY 2014.

Counteraction of Imminent Dangers

KRS 338.131 provides enforcement personnel with the authority to order that imminent danger conditions be immediately abated. Such authority includes the enforcement of necessary measures to avoid, correct, or remove the imminent danger and prohibit the presence of individuals where the imminent danger exists. Reports of imminent danger are given the highest priority for inspection by the Division of OSH Compliance.

The Division of OSH Compliance received 204 reports of imminent danger in FY 2014. Although three (3) inspections appear as outliers in FY 2014, the Division of OSH Compliance responded to all within one (1) working day.

1. An imminent danger referral for Connie Mink dba Connie Mink was received Wednesday, November 6, 2013. A CSHO arrived on site same day but no one was on site. Kentucky responded within one (1) working day of notice. The CSHO returned and opened an inspection.
2. An imminent danger referral for H & H Enterprises LLC was received Monday, June 2, 2014. A CSHO arrived on site same day but no one was on site. Kentucky responded within one (1) working day of notice. The CSHO returned and opened an inspection.
3. An imminent danger referral for Central Kentucky Contracting Group Inc. was received Monday, September 15, 2014. A CSHO arrived on site same day but an employer representative was not on site. Kentucky responded within one (1) working day of notice. The CSHO returned and opened an inspection.

Response to Complaints

Kentucky's statutes ensure that employees and their representatives have a right to notify the OSH Program of perceived workplace violations. KRS 338.121 requires that a special inspection be conducted upon receipt of such notifications if reasonable grounds exist that there is a violation or danger. The Division of OSH Compliance prioritizes the employee complaints it receives.

Valid, formal complaints are scheduled for workplace inspections. Formal complaints are given priority based upon classification and gravity of the alleged hazard. Formal serious complaints, for example, are inspected within thirty (30) days; however, it is stressed to compliance officers to respond within five (5) days after assignment of the complaint.

Three (3) complaints appear as outliers.

1. Complaint 208777029 was received on Friday, January 24, 2014 as a letter complaint and classified as other-than-serious. The complaint was sent to the program manager to assign to a supervisor, who then assigns to a CSHO for inspection. However, the program manager overlooked the complaint. The complaint was provided to a supervisor on February 19, 2014 and assigned to CSHO on February 20, 2014. The CSHO had eight (8) open inspections between February 20, 2014 - March 27, 2014. The CSHO opened an inspection on March 27, 2014. Once CSHO was assigned the complaint, the Division of OSH Compliance responded within thirty (30) working days.
2. Complaint 209259373 was received on Monday, April 28, 2014 as an email complaint and classified serious, pending receipt of the signed OSH-7 by the complainant pursuant to state law. The complaint was assigned to a CSHO on May 12, 2014, after it was determined that the complaint was valid. At the time, CSHO was working on three (3) inspections with willful violations and did not check assignments. CSHO opened the inspection on June 24, 2014, which took thirty-three (33) days. CSHO takes responsibility for not opening the inspection within the 30 days and has discussed the matter with supervisor. Inspection resulted in no citations; hazards described in complaint were not present.
3. Complaint 209259662 was received on Wednesday, May 14, 2014 as email complaint and classified other-than-serious. The complaint was sent to the program manager to assign to a supervisor, who would then assign to a CSHO for inspection. However, the program manager overlooked the complaint. Complainant was provided to a supervisor on August 12, 2014 and assigned to CSHO same day. CSHO opened

inspection on September 10, 2014. Once CSHO was assigned the complaint, the Division of OSH Compliance responded within thirty (30) working days.

The Complaint Audit Log Report indicates that the average response time to complaints was 8.4 days for safety and 8.9 days for health. The division's overall average for serious complaints was 7.9 days from the date the complaint is received to the date the inspection is opened. The Complaint Audit Log indicates the average response time to complaints alleging other than serious hazards for safety was 11.3 days, and 11.1 days for health. The division's overall average was 11.2 days for other than serious hazards from the date the complaint was received to the date the inspection was opened.

Of the 570 complaints received in FY 2014, 180 were processed as formal complaints resulting in 167 inspections and 347 were processed as informal complaints.

Response to Referrals

The Division of OSH Compliance responded to 362 referrals in FY 2014. Kentucky places the same level of importance to referrals as it does complaints. As provided in paragraph X.N. on Page IX - 8 of 26 in Chapter 9 of Kentucky's Field Operations Manual (FOM), serious complaints must be opened within thirty (30) working days and non-serious complaints within 120 working days. As referrals have the same importance as complaints, Kentucky's Division of OSH Compliance utilizes the same timeline in responding to referrals and stresses a five (5) day response. Utilizing this criterion, the Division of OSH Compliance met the referral response requirement for serious and non-serious hazards.

The Referral Audit Log indicates the average response time to referrals alleging imminent dangers for safety was 0.1 days and 0.3 days for health. The overall average for safety

was 2.3 days and for health was 1.7 days for health from the date of referral received to the date the inspection opened.

Fatality/Catastrophe Investigations

Only imminent danger investigations are given a higher priority in scheduling inspections by the Division of OSH Compliance than fatality/catastrophe investigations. It is the policy of the Division of OSH Compliance to investigate all job-related fatalities and catastrophes as thoroughly and expeditiously as possible. In FY 2014, twenty-nine (29) work-related fatalities/catastrophes were reported to the Division of OSH Compliance.

The Investigation of Discrimination and Employee Protection from Discrimination

KRS 338.121(3) offers protection to employees from reprisals which might result from the exercise of rights afforded by the OSH statutes. A system of citations and penalties, appeals to the OSH Review Commission, and reinstatement authority by the Commissioner while final determination is pending before the Review Commission, distinguishes the Kentucky anti-discrimination effort. In addition, 803 KAR 2:240 allows any employee who believes he or she has been discriminated against, to file a complaint within 120 days of the alleged violation, as opposed to the thirty (30) days allowed by federal law. The Division of OSH Compliance is responsible for the enforcement of the state's anti-discrimination provisions.

During FY 2014, the Division of OSH Compliance received 146 discrimination complaints. 115 cases were screened and referred to other agencies or not accepted and thirty-one (31) cases of alleged OSH discrimination were opened.

The average lapse time for discrimination cases was forty-four (44) days per case. Two (2) cases were settled with penalties totaling \$78,810.43 in lost wages. Twenty-two (22) cases

were determined to have no merit, fourteen (14) cases were administratively closed, five (5) cases are still open, and two (2) cases were contested.

When complainants call, they are informed of their discrimination rights, as are employees when interviewed during inspections. The Division of OSH Compliance also prints discrimination rights on the back of its business cards which are given to employees during inspections.

Ensuring Employees Access to Health and Safety Information

KRS 338.161(2) and 803 KAR 2:060 require employers to post notices informing employees of the protections and obligations provided for them in the law, including the proper contact for assistance and information. Kentucky regulations also provide for the availability of copies of the law and all regulations through the Kentucky Labor Cabinet. Employers who have obtained copies of these materials are required to make them available to employees or their authorized employee representatives. Failure to comply with posting requirements and information sharing provisions are citable offenses that may carry penalties.

Ensuring Employee Access to Information on Exposure to Toxic or Harmful Agents

Kentucky adopted 29 CFR 1910.1020, which assures employee access to information on exposure to toxic materials and medical records. Employers who fail to comply with these requirements are subject to citations and monetary penalties. In addition, Kentucky has an additional regulation, 803 KAR 2:062, entitled “Employers’ Responsibility Where Employees are Exposed to Toxic Substances.” This regulation requires employers to monitor areas of exposure to potentially toxic substances and to notify employees who have been or are being exposed to toxic materials. Monitoring records are to be maintained and made available to employees, former employees, or employee representatives.

In FY 2014, the Division of OSH Compliance conducted twenty-eight (28) inspections relating to toxic material and harmful agents breaking down as:

One (1) inspection relating to formaldehyde with penalties totaling \$3,250;
Eight (8) inspections relating to lead with penalties of \$16,600; and
Nineteen (19) inspections relating to asbestos with penalties of \$92,925.

The Division of OSH Compliance conducted eleven (11) inspections specifically related to bloodborne pathogens resulting in seventeen (17) serious violations and eleven (11) other than serious violations with penalties totaling \$27,400.

The Division of OSH Compliance conducted nine (9) indoor air quality inspections resulting in three (3) serious violations and eleven (11) other than serious violations with penalties totaling \$7,750.

Coverage of Public Employees

KRS 338 “Occupational Safety and Health of Employees” establishes definitions for employer and employee which do not exclude public employers and public employees. The exclusions to KRS Chapter 338 cover only employees of the United States government and places of employment over which federal agencies other than OSHA have exercised statutory authority. In addition, written opinions of the Kentucky Office of the Attorney General support the Kentucky Labor Cabinet’s position that public employees are included in the Kentucky OSH Program’s jurisdiction. Therefore, Kentucky’s public employers and employees are subject to the same requirements, sanctions, and benefits as Kentucky’s private sector employers and employees. Consequently Kentucky statutes, regulations, and policies make no distinction between public and private sector employers and employees. During FY 2014, the Division of OSH Compliance conducted thirty-eight (38) inspections of public sector work sites, which

includes programmed inspections and responses to public employee complaints. This calculates to 3.8 percent of the total number of Division of OSH Compliance inspections.

Services offered by the Division of OSH Education and Training are available to state and local public agencies in the same manner and to the same degree as private employers.

During FY 2014, thirty-five (35) training sessions were provided to public sector employers and employees totaling 1,185 participants. Seventeen (17) consultative surveys were conducted in public sector facilities resulting in the identification of 155 serious and thirty-three (33) other-than-serious hazards.

Recordkeeping and Reporting

KRS Chapter 338.161 “Statistical records – Posting of notices” requires that employers keep, preserve, and make available to the Kentucky OSH Program and the Secretary of the U.S. Department of Labor or the Secretary of the U.S. Department of Health and Human Resources, records relating to occupational safety and health as may be prescribed by regulation. Kentucky promulgated a regulation, 803 KAR 2:180, which specifically addresses occupational injury and illness recordkeeping, as well as reporting of fatalities or multiple hospitalization accidents. Kentucky’s recordkeeping requirement is identical to OSHA’s rule. In addition, Kentucky’s rule requires employers to report any work-related incident resulting in the in-patient hospitalization of one (1) or two (2) employees. The reporting requirement is limited to hospitalizations that occur within seventy-two (72) hours of the incident. Employers are also required to report any amputation suffered by an employee from any work-related incident. Hospitalizations of one (1) or two (2) employees and amputations must be reported to the Kentucky OSH Program within seventy-two (72) hours after the employer, his agent, or another employee is informed of such a condition.

The Division of OSH Compliance has implemented an inspection scheduling system to prioritize reported accidents and amputations. This allows compliance resources to be focused on serious hazards in the workplace. In addition, the Division of OSH Compliance is collecting information obtained from the reported accidents that will help identify specific industry sectors where serious accidents are currently occurring in the workplace. In FY 2014, the Division of OSH Compliance received 158 hospitalization reports. Sixty-five (65) inspections were conducted resulting in two (2) repeat violations, forty-two (42) serious violations, and eleven (11) other than serious violations. Total penalties were \$183,050.

In FY 2014, the Division of OSH Compliance received fifty-eight (58) reported amputations. Forty-six (46) inspections were conducted with four (4) repeat serious violations, twenty-nine (29) serious violations, and eight (8) other than serious violations. Total penalties were \$220,950.

Total penalties for violations related to amputation and hospitalizations in FY 2014 were \$404,000.

Education, Training, and Consultation Services

The Kentucky General Assembly, in enacting the Commonwealth's occupational safety and health laws, clearly expressed in its Statement of Purpose and Policy, found at KRS 338.011, that the means of preventing workplace injuries and illnesses were to include education, training, and consultation services. The Legislature created a Division of OSH Education and Training for Occupational Safety and Health to help serve this purpose.

Since 1973, the Division of OSH Education and Training has offered a full range of services, including cost-free on-site consultation, technical assistance, training programs, and publications.

The Division also has a full range of partnership and recognition programs including:

1. The Kentucky VPP which is similar to OSHA's VPP.
2. The Safety Partnership Program (SPP) offers long term assistance to smaller employers who have a history of high injury/illness rates and high workers' compensation costs.
3. The CPP focuses specifically on partnering with contractors and builders to address the unique issues of the construction industry.
4. The Kentucky SHARP mirrors the federal SHARP by encouraging small high hazard employers to operate exemplary safety and health management systems.
5. The Governor's Safety and Health Award Program recognizes employers who have reached certain milestones without a lost work time injury or illness.

The division conducted 342 consultative surveys identifying and ensuring the abatement of 5,256 serious hazards. The division also conducted 128 training courses and reached approximately 3,729 attendees in response to training requests from employers. In response to client needs, the division significantly revised its Hazard Communication course to include OSHA's Hazard Communication final rule conforming to the Globally Harmonized System of Classification and Labeling of Chemicals.

Division staff provided nine (9) on-site technical assistance visits and responded to hundreds of inquiries from public and private employers regarding OSH concerns.

Thus, the Kentucky OSH Program, through the Division of OSH Education and Training, offers a full range of education, training, and consultation services to employers and employees in the Commonwealth.

SECTION III NOTEWORTHY ACCOMPLISHMENTS

Many daily activities of the Kentucky OSH Program resulted in accomplishments which were not easily measured. The impact of the on-site presence of OSH personnel; the hazards identified and corrected through inspection or consultation; and the injuries, illnesses and fatalities that were prevented, while critically important, are ones that do not easily lend themselves to be singularly classified as outstanding accomplishments. Nevertheless, the day-to-day efforts of Kentucky OSH field and office personnel should not go unrecognized. During FY 2014, there were events, activities, and results that merit attention as outstanding accomplishments.

Voluntary Protection Partnership

Kentucky's VPP Program recognizes employers who have reached a level of excellence in their safety and health programs and removes them from programmed inspection lists. Detailed reviews of records and written programs, as well as intensive on-site surveys of worksite operations, assure that only companies that have a strong commitment to workplace safety and health and institutionalized safety and health management systems in place, as well as proven success maintaining a safe and healthful workplace, qualify for Kentucky's highest achievement recognition.

One (1) new facility, Cintas in Grayson, was added February 2014 and became the 12th active VPP site in Kentucky. The eleven (11) other Kentucky VPP sites are:

- Dow Corning Corporation, Carrolton;
- General Electric Aircraft Engines, Madisonville;
- General Electric Aviation Infrastructure, Erlanger;
- General Electric Energy Service and Repair Center, Louisville;
- Hunter Douglas Corporation, Owensboro;
- International Paper Corporation, Bowling Green;

- Kimberly-Clark, Owensboro;
- L’Oreal (USA) Florence Manufacturing, Florence;
- Performance Pipe, Williamstown;
- Raytheon Corporation, Louisville; and
- Veolia Water North America, Fort Knox.

VPP continues to be successful and sets the standard for program and participant quality. The Partnership Program is working diligently with several other facilities in their quest to become VPP.

The VPP program is also improving the way in which employee perception surveys and interviews are conducted, thus reducing travel and labor costs. Though still in the testing stage, Kentucky’s partnership program staff can now use Adobe Connect to interview employees online during the perception survey portion of the VPP audit. This existing technology is presently used by the division for eLearning and was expanded for this new purpose. The survey documents are composed using Forms Central and filled out by the employee electronically. This will be a huge cost savings to the division and a more efficient way of delivering the product.

Construction Partnership Program

The Division of OSH Education and Training continues to focus on the construction industry by promoting CPP. The largest CPP agreement in the history of the program, the Louisville Bridges project, began early October 2013. The Labor Cabinet established a formal site-based partnership with Walsh Construction Company and WVB East End Partners (a team of Walsh Investors LLC, VINCI Concessions and Bilfinger Project Investments), which are building the Downtown Crossing and East End Crossing, respectively. The National Construction Alliance II and the National Heavy and Highway Coalition represent both projects and are signatory participants in the partnership as well as the Kentucky Transportation Cabinet.

The \$2.6 billion Ohio River Bridges project is Kentucky's largest current transportation infrastructure improvement and is one of the biggest underway in the nation. Several full site CPP audits were conducted in FY 2014 at both sites, covering hundreds of employees doing dozens of different jobs and work activities. Kentucky continues to work closely with both sites and expects to add more frequent site audits with the tremendous amount of work occurring at both sites. Both bridges are expected to be open to traffic in late 2016.

Two (2) large CPP projects launched during this SOAR reporting period. The first was signed in April of this year and is a partnership with Skanska USA Building Inc. / Congleton-Hacker Company who, in partnership with each other, are working a major renovation of the University of Kentucky's football facility-- Commonwealth Stadium. It is an approximately \$110 million dollar project and is Kentucky's first CPP agreement with Skanska. The Division of Education and Training has previously engaged in multiple CPP projects with Congleton Hacker. The project includes a dramatic external facelift that will take on a modern look. Inside, concourses will be revamped, new home-team facilities will be built, new restrooms and concession stands will be added, there will be new premium seating including clubs at the field and mezzanine levels plus new lodge boxes. There will be new end zone seating featuring new recruiting room and hospitality areas. A new sideline suite level will be constructed atop the south stands and will contain approximately twenty (20) luxury suites. A new press box will be above the suite level with areas for media seating, television and radio broadcasts, as well as additional VIP seating. The project is scheduled for an August 2015 completion.

A second large CPP project was signed August 2014 and is the Louisville Ford Truck Plant expansion. The project's cost is roughly \$250 million dollars and should increase the production at the facility by approximately thirty (30) percent. This is a somewhat unique

project as it includes four (4) separate general contractors, all of which are conducting work on site that includes multiple builds/phases conjoined under one (1) project. Local union representation was also a formal signing partner on this project. Signing partners included Ford (Louisville Truck Plant), Aristo, Abel Construction, Walbridge, Durr, UAW Local 862, and the greater Louisville Building and Construction Trades Council. The project is scheduled for a December 2015 completion.

SHARP

SHARP continued to grow and added three (3) new companies with several more ready to come aboard very soon. The FY 2014 additions were:

- Roll Forming Aerospace, Shelbyville;
- Firestone Industrial Products, Williamsburg; and
- Crane Composites, Florence.

TRACK Partnership

Tech Ready Apprentices for Careers in Kentucky (TRACK) is a partnership between the Kentucky Department of Education's office of Career and Technical Education and the Labor Cabinet. The goal of this partnership is to prepare students for the workforce, help create and retain local jobs for students and upon successful completion will result in acceptance in a Registered Apprenticeship Program. The partnership between the Office of Career and Technical Education and the Labor Cabinet provides pre-apprenticeship opportunities to high school students through existing programs offered at secondary tech centers across the state. The employer chooses from the course offerings at the school to design their program. A minimum of four (4) courses are required, with one (1) of the courses being a cooperative education placement. In addition to the four (4) courses, students in the electrical, welding, or carpentry track are required to complete eight (8) safety and health modules chosen by the Office of Career

and Technical Education. The modules are provided through the Labor Cabinet's e-learning website, www.laborcabinetetrain.com. Upon completing each module with quiz, students receive a certificate from the Division of OSH Education and Training that must be turned in to their instructor and employer. The Division of OSH Education and Training believes this is a great opportunity to educate the young workforce regarding the importance of occupational safety and health.

Construction Compliance Inspections

During FY 2014, Kentucky conducted a total of 511 construction inspections as identified by OSH-1 SIC codes. The Division of OSH Compliance conducted 97 construction inspections in SICs starting with fifteen (15); thirty-one (31) in SICs starting with sixteen (16); and 383 in SICs starting with seventeen (17). Kentucky issued 503 violations for construction hazards including thirty-five (35) other-than-serious violations, 440 serious violations, twenty-four (24) repeat serious violations, and four (4) willful violations with penalties totaling \$1,624,600.

Kentucky's state specific regulation 803 KAR 2:412 specifically addresses residential construction fall protection. The regulation, which became effective on January 6, 2006, defines residential construction in Kentucky as construction work on a stand alone single family dwelling, duplex, three-plex, or four-plex structure. Employees engaged in residential construction activities working ten (10) feet or more above a lower level who are exposed to unprotected sides and edges, leading edges, hoist areas, form work and reinforcing steel, or are engaged in roofing work on roof slopes three (3) in twelve (12) or less, must be protected by guardrail systems, safety net systems, personal fall arrest systems, or a specific alternative measure established in the regulation. In FY 2014, the Division of Compliance conducted forty-

five (45) inspections in residential construction and issued fifty-seven (57) violations with penalties totaling \$220,200.

Compliance Emphasis on Serious Hazards

The Division of OSH Compliance maintains an emphasis on addressing serious hazards. Imminent danger hazards receive the highest priority. Referral and complaint hazards are evaluated using the same criteria. In FY 2014, the Division of OSH Compliance issued:

- 846 serious violations with penalties totaling \$2,652,025;
- Thirty-nine (39) serious repeat violations with penalties totaling \$497,400; and
- Six (6) willful serious violations with penalties totaling \$280,000.

Combustible Dust

The Kentucky Labor Cabinet entered into an Interagency Agreement in 2005 with the Office of Housing, Building and Construction, Division of Fire Prevention (State Fire Marshal). Under the agreement, during the inspection of industrial facilities by the State Fire Marshal in which the potential for combustible dust hazards may exist, the State Fire Marshal informs employer representatives of the availability of education and technical assistance services that are available from the Kentucky OSH Program's Division of OSH Education and Training. If there are safety and health issues, the State Fire Marshal will make a referral to the Division of OSH Compliance.

If the Kentucky OSH program becomes aware of the existence of fire and safety issues, it will notify the State Fire Marshal. Both the State Fire Marshal and the Division of OSH Compliance will cooperate in the investigation of all fires and explosions involving combustible dust. The Kentucky Labor Cabinet and State Fire Marshal are cooperating to identify facilities and conduct joint investigations, when possible, where combustible dust hazards exist.

The Division of OSH Compliance conducted four (4) combustible dust inspections in FY 2014 resulting in nine (9) serious violations and four (4) other than serious violations with penalties totaling \$66,600.

Notification of Asbestos Abatement/Demolition/Renovation or Ten (10) Day Notice

The Division of OSH Compliance has an agreement with the Division of Air Quality in the Department for Environmental Protection of the Energy and Environment Cabinet in which the Division of OSH Compliance is alerted of any or all asbestos removals conducted in the Commonwealth. Employers are required to notify the Division of Air Quality ten (10) days in advance of any job involving asbestos removal.

The Division of OSH Compliance conducted nineteen (19) inspections relating to asbestos in FY 2014 resulting in one (1) willful violation, eleven (11) serious violations and ten (10) other than serious violations with penalties totaling \$92,925.

Occupational Poison Alerts

The Division of OSH Compliance receives notices of incidents involving occupational exposure to toxins and poisons from The Kentucky Regional Poison Center of Kosair Children's Hospital. These notices made the Division of OSH Compliance aware of events that may have otherwise been overlooked. Many have resulted in citations and penalties. This informal arrangement and notice provides a mechanism to protect employees from future exposures.

Professional Development

During FY 2014, the Division of OSH Education and Training maintained four (4) dual CIH-CSP employees, two (2) CIH employees, three (3) CSP employees, six (6) OHST certified employees, and three (3) CHST certified employees.

The Office of the Federal-State Coordinator maintained one (1) dual CIH-CSP employee and one (1) CSP employee.

The Division of OSH Compliance followed OSHA's 2008 TED 01-00-018, Training Program for OSHA Compliance Personnel, and recently implemented TED 01-00-019, Mandatory Training Program for OSHA Compliance Personnel. The Division of OSH Education and Training utilized TED 01-00-018 as guidance for training newly-hired employees for most of FY 2014.

The Division of OSH Compliance remains committed to developing and maintaining an experienced, diverse staff and continues to encourage professional development and professional certification, such as the CSP and CIH. Since the development of the CSP/OHST/CHST position within the division, a number of compliance officers have attained certification and more are in the process of doing so.

During FY 2014, the Division of OSH Compliance maintained three (3) OHST certified employees and eight (8) CHST certified employees. The Division of OSH Compliance continues to encourage and promote additional personnel to achieve certification in the safety and health field by maintaining two (2) safety certificated position descriptions, paying for certification preparatory courses, and paying for the certification examination upon successful completion of the examination. One (1) Division of OSH Compliance safety supervisor is a Certified Public Manager and the Health Program Manager holds a Certificate of Management Fundamentals.

During FY 2014, the Division of OSH Compliance supported employees professional certification preparation as well as OSHA Training Institute attendance.

The Division of OSH Compliance encourages staff education and certification by paying full tuition for employees attending Eastern Kentucky University and Murray State University safety programs. In FY 2014, the Division of OSH Compliance funded new graduate degrees at Eastern Kentucky University for two (2) safety compliance officers. Both graduated with a Master of Science in Safety, Security, and Emergency Management.

Since 2009, the Division of OSH Compliance has paid for nine (9) compliance officers to attain Master of Science degrees.

Software

The Kentucky OSH Program deployed new comprehensive data management software in FY 2013 for both the Division of OSH Compliance and the Division of OSH Education and Training that “replaced” OSHA’s NCR/IMIS system. The software did not actually replace the NCR/IMIS system; NCR equipment is presently maintained as required by OSHA but Kentucky OSH Program staff members do not utilize it. Kentucky’s new software communicates to OSHA’s IMIS “behind the scenes” via the NCR equipment. In addition to the collection, retention, and transmission of Kentucky’s data to OSHA, the software provides new, advanced OSH Program capabilities including report writing, inspection and survey milestone tracking, time management, program performance reports, etc. Each division also has specific functionality and capabilities unique to their individual needs. The software has proven very beneficial to the OSH Program. So much so that Kentucky commissioned and deployed customization to the software to complement OSH Program efforts.

Kentucky is engaged with OSHA to implement an interface to transmit Kentucky’s data into OSHA’s new “OSHA Information System.”

Focused OSH Public Speaking / Presentations

The Kentucky OSH Program continues to serve as a resource for associations, employers, organizations, etc. requesting specialized and insightful speakers addressing various OSH-related topics.

The Division of OSH Education and Training conducted eighty-nine (89) face-to-face training courses and reached approximately 2,497 attendees in response to training requests from employers.

Forty (40) training sessions were presented at five (5) Population (POP) Center Training seminars throughout the Commonwealth. The training addressed subjects relevant to the targeted NAICS such as Injury and Illness Recordkeeping, Fall Protection, Confined Space, Basic Electrical Safety, Fire Safety and Protection, Bloodborne Pathogens, Personal Protective Equipment, Spray Finishing, Lockout-Tagout, Electrical Safe Work Practices, Back Care and Ergonomics, and Powered Industrial Trucks. Over 1,800 participants attended the training courses.

Attendance and positive feedback demonstrate that Kentucky OSH Program staff participation at such events is beneficial for the Labor Cabinet, employers, and employees.

Standards Interpretation and Development

The OSH Standards Specialists and OSH Federal-State Coordinator provided nearly 1,200 OSH interpretations during FY 2014; and; on behalf of the Kentucky OSH Standards Board as well as the Labor Cabinet, completed promulgation of several regulations that affected forty (40) Kentucky Administrative Regulations.

National Conference and Exposition Support

At the request of OSHA, the Kentucky OSH Program represented OSHA at the October 2013 National Planet GIE+EXPO and Hardscape North America Conference and Exposition in

Louisville. According to conference organizers, the event is the 9th largest trade show in the United States. There were approximately 19,000 participants and approximately 750 exhibitors. Two (2) OSH Standards Specialists and the OSH Federal-State Coordinator staffed an exhibit booth over a two (2) day period where they responded to participants' questions and distributed material provided by OSHA. The OSH Federal-State Coordinator represented OSHA at the daily "Breakfast of Champions" events.

KYOSH IMPACT

The Labor Cabinet's OSH Program was on the road in FY 2014 in the OSH Program's incident response-outreach vehicle, the Incident Mobile Post and Consultation Training vehicle, dubbed the KYOSH IMPACT. The KYOSH IMPACT is a Class A state of the art multi-purpose motor coach specifically constructed to support the Division of OSH Compliance and the Division of OSH Education and Training. The KYOSH IMPACT, made possible in 2009 through a one-time federal award, is equipped with satellite service, surveillance equipment, internal and external monitors, workstations, and a host of other devices.

In FY 2014, the IMPACT deployed to nine (9) events throughout the Commonwealth of Kentucky reaching over 1,000 participants.

Governor's Safety and Health Conference and Exposition

The Labor Cabinet, in conjunction with the Kentucky Safety and Health Network, Inc., presented the 30th Annual Governor's Safety and Health Conference and Exposition in Louisville on May 6-9, 2013. This year's very successful event, the largest safety and health exposition in the Commonwealth, featured pre-conference courses, thirty-seven (37) concurrent workshops, and outstanding keynote speakers.

Additionally, Scholastic Achievement for Education Awards, or “SAFE” awards, totaling \$46,000 were presented at the conference to twelve (12) university students matriculating in the areas of occupational safety and health, industrial hygiene, or a closely related field. Kids Chance of Kentucky also presented scholarships to children of Kentucky workers killed or seriously injured in work-related incidents.

Twenty-nine (29) Kentucky employers were presented with the Governor’s Safety and Health Award at the event. The award is presented to employers and employees who together achieve a required number of hours worked without experiencing a lost time injury or illness. An additional twenty-one (21) companies received the Governor’s Safety and Health Award at their facilities.

Collection of Delinquent OSH Penalties

Pursuant to KRS 45.239(4) and 45.241, the Kentucky OSH Program entered into an agreement with the Kentucky Revenue Cabinet in FY 2013 to collect delinquent debts. Employers who have outstanding OSH debts are reported to the Revenue Cabinet for collection and further action. Such action may include:

- Adding a 25% collection fee to the total debt to defray the cost of collection;
- Filing a notice of State Lien. The filing of a lien will be reflected in credit reports maintained by various credit bureaus;
- Seizing all property rights, both real and personal. This includes, but is not limited to, the attachments of any funds held by a bank, any wages paid to the employer, and the seizure and sale of any real estate; and
- Using any tax refund or other monies that may become due to the employer from the Commonwealth of Kentucky to offset the outstanding debt.

The effort has proven successful; delinquent debts have been collected by Revenue and returned to the OSH Program. And, the OSH Program has seen an increase in employer’s efforts to resolve debt payment to avoid being reported to the Revenue Cabinet. Since October 2013,

the Division of OSH Compliance has submitted forty-three (43) cases to the Revenue Cabinet for collection totaling \$248,225. To date, \$40,486.68 has been collected.

Additional Efforts

The Labor Cabinet recognized the need to make occupational safety and health training more accessible and economical for all of Kentucky's employers and employees and charged the OSH Program with achieving the goal. The Kentucky OSH Program applied for, and received, a one (1) time federal award in FY 2011 to purchase web conferencing software, a video editing computer, and video equipment. After much planning and preparation, the Cabinet launched an online workplace safety and health training website, www.laborcabinetetrain.ky.gov, the same year. Employers and employees have cost-free, 24/7 access to a variety of OSH webinars and training courses. The eLearning program has grown by leaps and bounds since its launch. To date, more than 50,000 participants have utilized the website.

Webinars are streamed and provide real-time instruction and offer immediate feedback to participants. Advanced registration for webinars is required and is free to all participants. As each webinar is presented, it is recorded and available for review at any time.

The Division of OSH Education and Training added four (4) cost-free interactive training products to the www.laborcabinetetrain.ky.gov library in FY 2014. They are "OSHA's Safety & Health Program Management Guidelines", "Introducción a la Protección Contra Caídas En Español", "Notice of Recordkeeping Requirements", and "Overview of the Survey of Occupational Injuries and Illnesses".

Modules 1, 2, 3, and 4 of the "Introduction to Hazard Communication 2012" were updated to include Globally Harmonized System of Classification and Labeling of Chemicals information.

Eight (8) new webinars were conducted, recorded, and published to the website for instant viewing in FY 2014. They are “Office Ergonomics Making It Work For You”, “Electrical Safety Training for the Unqualified Worker”, “Hearing Conservation”, “Eyewashes, Showers, and First-Aid”, “Accident Investigation Utilizing Root Cause Analysis”, “Bloodborne Pathogens In General Industry and Construction”, “What is a Fall Rescue Plan? The suspension is killing us!”, and “Occupational Heat Exposure”.

Kentucky is particularly proud of the fact that www.laborcabinettrain.org has been created, designed, and developed solely by Labor Cabinet staff. Division of OSH Education and Training consultants, in addition to their full plate of regular duties, compose all course content and a division training development specialist assists with presentation and production details.

Fall Prevention Campaign

The Kentucky OSH Program developed, implemented, and enjoyed a comprehensive 2014 Construction Fall Prevention Campaign that concentrated on raising awareness of fall hazards, collaboration with partners, training, and a weeklong safety Stand-down in conjunction with OSHA’s national Stand-down. It was a great success!



Kentucky’s 2014 campaign built off the efforts of its successful 2013 campaign. The 2014 effort began five (5) weeks prior to the June Stand-down with the dissemination of weekly announcements in English and Spanish to Kentucky employees and employers urging their participation in the Stand-down. Each week featured a different announcement and all were distributed via the Cabinet’s email distribution list of over 4,000 recipients as well as the

Cabinet’s social media pages. The announcements were posted on the Labor Cabinet’s dedicated Fall Prevention Campaign webpage.

A letter from Secretary Roberts encouraging promotion and participation in the Stand-down accompanied the announcements. The letter was mailed to employers and labor organizations throughout the Commonwealth and posted on the webpage.

The Fall Prevention Campaign webpage provided links to resources such as fall prevention lesson plans, videos, and toolbox talks from www.StopConstructionFalls.com, NIOSH, CPWR - The Center for Construction and Research, and OSHA. Employers were invited to “Stand Up and Be Recognized!” by the Labor Cabinet. Twelve (12) employers, reaching over 6,500 employees, responded to the invitation and were recognized.

The webpage also featured real life stories and two (2) of the Cabinet’s online training modules, “Introduction to Fall Protection” and “Introducción a la Protección Contra Caídas En Español.” The cost-free modules



address topics such as common causes of



falls, when fall protection is required, philosophies of fall protection, anatomy of a fall, and details on the common ways to provide fall protection. A certificate of completion is available for those

successfully completing a module. Over 430 individuals completed the module during the 2014 Fall Prevention Campaign.

During the national June 2-6 Stand-down, the Labor Cabinet participated in four (4) separate worksite events in three (3) different cities. All events were free-of-charge and open to the public. Kentucky OSH Program staff members distributed fall prevention campaign materials and provided training using the KYOSH IMPACT vehicle. Twenty-five (25)

employers at worksites in Elizabethtown, Lexington, and Louisville participated and nearly 500 employees received hands-on training.

The training was provided in Spanish at one (1) event and attendees were provided free lunch as well as door prizes at two



(2) events. Press releases accompanied the Stand-down events. Several English and Spanish



print media, radio, television, and online outlets picked up the press releases and Kentucky OSH Program staff members were interviewed by television and radio stations.

Kentucky's 2014 Fall Prevention Campaign did not end with the June Stand-down. For six (6) weeks following the Stand-down, the Kentucky OSH Program continued its focus on specific fall hazards. Flyers addressing aerial lifts, scaffolding, fall protective equipment, residential fall protection, ladders, and steel erection fall protection were distributed weekly via the Cabinet's email distribution list, social media, and were posted on the campaign webpage.

Over 7,000 employees participated in the Stand-down with the Labor Cabinet representing thirty-seven (37) employers. OSHA reports that 7,524 Kentucky employees representing seventy (70) employers registered for a Certificate of Participation via OSHA's National Safety Stand-Down webpage.

Heat Campaign

During FY 2011 and FY 2012, the Division of OSH Education and Training conducted concentrated state-wide efforts to educate the working public concerning the hazards of working

in the summer heat. The campaigns targeted construction as well as general industry and included the efforts of all division consultants.

The 2011 campaign began with the identification of target groups and central locations where affected employees would have access to information. Materials were developed and printed and division staff fanned out across the entire Commonwealth spreading the message of heat-related dangers. Home improvement stores, nurseries, garden centers, feed stores, contractor rental stores, and other central locations were targeted as dissemination points for heat stress publications. Countless copies of brochures and information bulletins were distributed in these locations with cooperation from owners. Division staff actively engaged construction workers, pavers, mowing and landscaping crews, factory employees, and management. The division estimates that approximately 80,000 employees were affected by the week-long outreach program.

In FY 2012, the division deployed all field staff to businesses and industries across the state to continue educational briefings on heat-related awareness and illnesses. Consultants once again hand-delivered information and provided cost-free instruction for employers and employees on recognizing the signs and symptoms of heat-related illness and how to handle such emergencies. The week-long FY 2012 outreach affected over 64,000 Kentucky employees.

In FY 2013, the division developed, produced, and posted on the Labor Cabinet's eLearning website, www.laborcabinetetrain.com, a module entitled "Heat Stress Awareness for Construction and General Industry." The module covers the types of heat injuries, the risk factors associated with heat stress, prevention of heat-related injuries, and what to do if a worker starts showing signs of a heat-related injury. The module has experienced hundreds of views since its April 2013 posting. An emphasis on heat stress awareness was also incorporated into

FY 2013 POP Center training activities throughout the Commonwealth, reaching over 500 employees, and heat-related awareness information was disseminated via the Labor Cabinet's website and social media accounts.

Kentucky continued the heat campaign in FY 2014, reaching out to Kentucky's workforce to educate employees and employers regarding the hazards of heat stress. The outreach was conducted through distance learning and direct, face-to-face jobsite contacts.

The Labor Cabinet's eLearning website hosts an interactive concise "Heat Stress Awareness for Construction and General Industry" module and "Occupational Heat Exposure" webinar. This module and webinar were viewed by approximately 500 participants.

The KYOSH IMPACT was deployed to various worksites throughout the state during the summer of 2014. While primarily focused on the fall prevention campaign, the Division of OSH Education and Training used the opportunity to provide information on the hazards of heat stress to nearly 500 employees representing twenty-five (25) employers.

The IMPACT also deployed for three (3) days to the Bluegrass Fair in Lexington where hundreds of people were provided the opportunity to visit with Kentucky staff and learn more about heat stress. The successful outreach at the Bluegrass Fair brought the information to a large number of workers from the Latino community.