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Proceed to following page to begin the 2014 Annual Report

2014

A N N U A L R E P O R T

VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY

Making Virginia a Better Place To Live, Work and Conduct Business



Table of Contents

Department of Labor and Industry

(Click on the Title or Page Numbers below to navigate the document)

MESSAGE FROM THE COMMISSIONER	3
REGISTERED APPRENTICESHIP	5
Registered Apprenticeship	
Focus on Skilled Job Training	
Apprenticeship Success Stories	
BOILER AND PRESSURE VESSEL SAFETY	8
Boiler Safety Compliance	
Focus on Preventing Boiler Accidents	
LABOR AND EMPLOYMENT LAW	10
Labor and Employment Law	
Focus on Youth Safety - Electronic	
Employment Application	
COOPERATIVE PROGRAMS	12
On-Site Consultation Program	
Focus on Training	
VOSH Conference	
Safety and Health Achievement	
Recognition Program (SHARP)	

RESEARCH	16
Overview	
Occupational Injuries and Illnesses	
in Virginia	
Manufacturing	
State and Local Government	
Healthcare and Social Assistance	
Natural Resources and Mining	
Leisure and Hospitality	
Trade, Transportation and Utilities	
Construction	
Financial Activities	
Professional and Business Services	
Information	
Other Services	
VOSH PROGRAMS	26
Virginia Occupational Safety Compliance	
Success Stories - Hispanic Outreach	
Virginia Occupational Health Compliance	
FOCUS on Reducing Fatal Accidents,	
Injuries and Illnesses	
Misclassification in Virginia	
The Top 25 Safety Standards Cited by	
VOSH for Construction	
The Top 25 Safety Standards Cited by	
VOSH for General Industry	

VPP	34
Voluntary Protection Program (VPP)	
Virginia VPP Objectives for 2014	
Virginia VPP Accomplishments in 2014	
VPP Locations in Virginia 2014	
POLICY AND PLANNING	38
Office of Policy and Planning	
LEGAL SUPPORT	39
Legal Services	
OPERATIONS	40
Administration	
Human Resources	
OFFICES	42
DOLI Office Directory	

Produced by the
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 Designer: Jim Morris, IT Division
 Agency Web Site
www.doli.virginia.gov

Message from the Commissioner

Since 1898, the Virginia Department of Labor and Industry has been committed to serving the citizens, employers and workers of the Commonwealth.

Although the agency's responsibilities have evolved over time, our fundamental job - to make Virginia a safe, healthy, and productive place to work - remains the same and is the driving force behind everything we do.

I am pleased to present the Virginia Department of Labor and Industry's Annual Report for the 2014 calendar year.

We are committed to serving the citizens, employers and workers of the Commonwealth by promoting safe, healthful workplaces, best employment practices, job training opportunities through registered apprenticeship, the protection of children from hazardous employment, and safe operation of boilers and pressure vessels.

We continue to work with Virginia employers and employees that have strong safety and health programs and those that want to achieve them through our voluntary protection recognition programs - Voluntary Protection Program (VPP) and Safety and Health Achievement Recognition Program (SHARP), and through our onsite consultation services. Affordable, quality safety and health training is provided through our expanding Annual Safety and Health Conference.

Virginia Occupational Safety and Health (VOSH) compliance activities address safety and health hazards in general industry and construction, and special emphasis programs are in place to increase safety awareness, especially in construction.

Through registered apprenticeship, we provide workers job training opportunities for lifelong skills and help employers meet their needs for highly skilled workers.

We also ensure that employees are properly paid and protected by administering payment of wage, minimum wage, child labor, and other labor laws.

Our boiler safety division protects life and property by certifying and overseeing the installation, operation and repair of boilers and pressure vessels.

We have offices located throughout the Commonwealth staffed with qualified, trained safety and health professionals available to assist you. For additional information on our activities and services, please visit our website at <http://www.doli.virginia.gov>.

If my staff or I can be of assistance to you, please contact us.

Sincerely,

C. Ray Davenport

Commissioner Department of Labor and Industry



116 YEARS OF PROTECTING VIRGINIA WORKERS

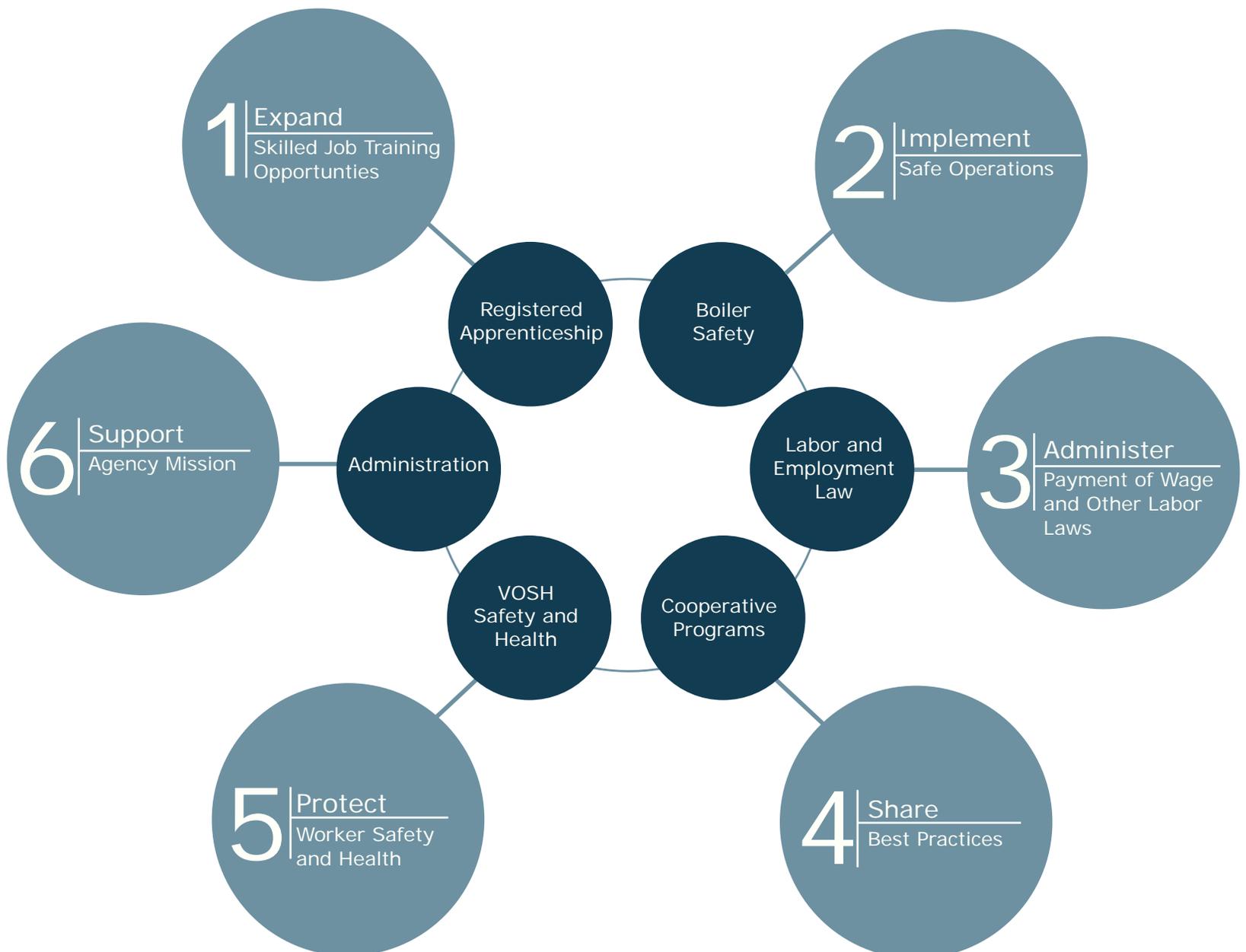
The Virginia Department of Labor and Industry administers the programs for Virginia Occupational Safety and Health, Registered Apprenticeship, Boiler and Pressure Vessel Safety and Labor and Employment Law. These programs came into being as a response to specific events that triggered recognition of a need to address issues for the benefit of the people of the Commonwealth of Virginia.

The evolution began in 1898 when the Virginia General Assembly created the Bureau of Labor and Industrial Statistics. In 1922 the Division of Women and Children was created to enforce child labor laws. The Bureau of Labor and Industry was also renamed the Department of Labor and Industry in 1922. In 1938 the General Assembly approved the Virginia Apprenticeship Act, paving the way for the Registered

Apprenticeship program in Virginia. In 1962 the General Assembly approved the Payment of Wage Law and the duties were added to the Division of Women and Children. Governor Linwood Holton designated DOLI in 1971 as responsible for enforcing the Occupational Safety and Health (OSH) Act in the Commonwealth.

In 1974 the Department finalized rules and regulations for Boiler and Pressure Vessel Safety. In 1996 the Licensed Lead Contractor Notification, Lead Project permits and Permit Fees Program was initiated. Most recently, DOLI offered a first in the country full-scope apprenticeship opportunity for individuals as a Compliance Safety/Health Officer.

AGENCY GOALS FOR 2014



REGISTERED APPRENTICESHIP

1 | Expand Skilled Job Training Opportunities

Apprenticeship in 2014

Modern Registered Apprenticeship combines carefully defined and employer-specific training under the guidance of a highly skilled mentor at the worksite. On-the-job training is supplemented with related classroom instruction. Upon successful completion, apprentices are awarded a Certificate of Completion.

This certificate and journeyworker card is a portable credential that is recognized nationally and, when appropriate, allows the candidate to qualify for the licensing examination. Last year 3,381 Certificates of Completion were issued. In addition, 14,185 apprentices were active participants as the year ended. The website of the Department of Labor and Industry lists additional information in regard to available registered apprenticeship opportunities.

Registered Apprenticeship Expo
October 1, 2014

DOLI's Role

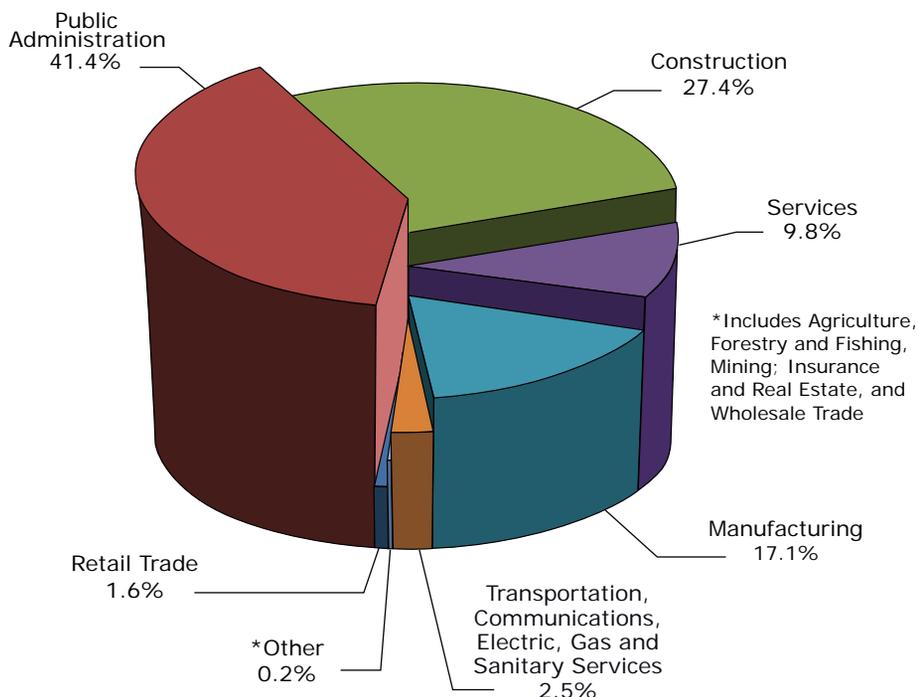
DOLI's Registered Apprenticeship staff includes a Division Director and Program Support Technician Sr., who are located in headquarters in Richmond, and ten (10) Apprenticeship Consultants, who are located in DOLI offices in all regions of the state. Apprenticeship Consultants are responsible for registering new sponsors and apprentices, helping sponsors develop industry apprenticeship programs, giving technical advice to existing sponsors, and providing ongoing customer service.

The staff works in collaboration with many local, state, and federal agencies, including the Virginia Department of Professional and Occupational Regulation, the Virginia Employment Commission, the Virginia Community College System, local school divisions, and the U.S. Department of Labor's Office of Apprenticeship.

Partnering with the Department of Military Affairs has allowed members of the Virginia National Guard to receive Certificates of Completion issued using civilian job titles to describe the skill sets mastered.

The Division Director was a charter member of the Career Pathways Work Group and continues to promote the value of the nationally recognized and portable Certificate of Completion and journeyworker card wherever appropriate.

Virginia's Registered Apprentices by Industry - Calendar Year 2014



Apprenticeable Occupations

A sampling of industries and occupations that use Registered Apprenticeship as a method of workforce preparation and credentialing include:

- Machinist
- Dispensing Opticians
- Welders
- Early Childhood Teachers
- Plumbers & Pipefitters
- Electricians
- Marine Industries
- Wastewater Treatment Operators and Technicians
- Cosmetology and Barbering
- Maintenance Mechanics
- Information Technology

REGISTERED APPRENTICESHIP

FOCUS on Skilled Job Training

Why Apprenticeship?

Employers in Virginia are having a difficult time finding qualified personnel to perform the highly skilled tasks that are in demand in today's new economy. The Division of Registered Apprenticeship works with business and industry to develop structured training programs specific to the nature of your company's work.



What is Apprenticeship?

Registered Apprenticeship is a structured training program that combines on-the-job training and related technical instruction to train employees in occupations that demand a high level of skill.

Who can use Apprenticeship Programs?

The Construction, Manufacturing, and Service Industries in the private and public sectors utilize Apprenticeship Programs. Companies in the Advanced Manufacturing sector, such as Rolls-Royce, Hershey Chocolate, Stihl, and Philip Morris are utilizing Registered Apprenticeship to train their future workforce. Newport News Shipbuilding is the largest Virginia employer with a Registered Apprenticeship program.



How does Registered Apprenticeship Work?

The Division of Registered Apprenticeship utilizes the team approach when working with sponsors and provides consultants to work with employers. We assist you in developing training and education programs for both on-the-job learning and related theory instruction which can be provided in a variety of different modalities, such as classroom, on-line, or in-house at your facility.

Contact the DOLI Apprenticeship Consultant in your area to set up an appointment to help you assess your needs.





Kelli Gilliam - Pipe Welder

Pipe welder and 2014 alumna of The Apprentice School, Kelli Gilliam's story is a testament to the transformative opportunities offered by Registered Apprenticeship and an encouraging example for women who are considering apprenticeship. When Gilliam began her shipbuilding career at Newport News Shipbuilding, she went from living in a shelter with her two young children to seizing every opportunity to advance her education and expand her welding skills.

After beginning her apprenticeship in 2010, Gilliam quickly developed the reputation for defect-free welds, a quiet strength and her commitment to family. While Gilliam has been frequently recognized for tackling some of the toughest welding jobs at the shipyard, she is quick to share the credit with her shipyard and Apprentice School mentors and colleagues, readily acknowledging the role they have played in her professional and personal development.

With her sights set on continuing her education and eventually becoming the first female general foreman for hull trades at the shipyard, Gilliam has also set a few interim goals. She would like to set a record for welding X-rays, and she strives to become the youngest woman welder qualified to perform nuclear welds. Gilliam's apprenticeship journey is a powerful example of what can happen when timing meets opportunity and tenacity.

Allison A. Ramsey - Optician

Ms. Ramsey began her optical career in March, 2012 with Augusta Eye Associates when she was officially registered as an Optician Apprentice. In June of 2014 she transferred her apprenticeship to US Vision in Charlottesville, VA, where she is currently employed as an Optician Apprentice. Allison will complete her apprentice program on May 13, 2015. She plans on taking her written state exam in July, 2015 and her practical exam in November, 2015.

She currently earns an annual income of \$20,000.00. She has been married 7 years to Anthony Ramsey and has two children Ashlynn (7) and Adrian (3). Allison plans on making Optical her career choice and would like to continue working in this field for years to come. She also plans on taking management and supervisory courses in the near future in case opportunities present themselves on her career pathway. Allison's favorite quote is "what you put into life is exactly what you will get out of life".



BOILER AND PRESSURE VESSEL SAFETY



Boiler Safety Compliance

Under the guidance of the Chief Inspector, the Boiler Safety Compliance Division enforces and oversees the provisions of the Boiler and Pressure Vessel Safety Act. The primary objective is to protect life and property through regular inspections of boiler and pressure vessel equipment and to ensure compliance with state laws, rules and regulations governing the construction, installation, operation, maintenance, and repair of boilers and pressure vessels.

In 2014, there were 38,544 inspections of boilers and pressure vessels by insurance companies registered in Virginia to write boiler and pressure vessel insurance, private contract fee inspectors, and owners/users who qualified to obtain Virginia Commissions from DOLI for their inspection personnel.

In a continuing effort to prevent accidents, Boiler Safety focused on finding unregistered objects in automobile industries, apartment buildings, and laundry and dry cleaning establishments. Over 8,690 reminder notices were mailed to owners/users 30 days prior to the certificate expiration regarding the need to arrange for certificate inspections. Internal procedures were revised to improve the quality of the inspection reports and process payment of certificate fees

more quickly. Interpretations, technical letters, and position papers continue to be posted on the Agency's Web site to ensure that Boiler Safety information is current and easily available.

Lastly, through participation in the Virginia Boiler and Pressure Vessel Inspectors Association and meetings with inspectors, there has been improved understanding and enforcement of Virginia rules, operations and developments.

Inside the Numbers

"...over 8,976 reminder notices were mailed to owners/users 30 days prior to the certificate expiration regarding the need to arrange for certificate inspections."

ACTIVITIES OF BOILER SAFETY	2012	2013	2014
Total Active Objects Registered	71,105	73,574	73,872
Acceptable Inspections (Certificates Issued)	37,035	37,710	38,544
Violations	847	854	1001
Quality Control Reviews/Surveys	13	8	13
Incidents	4	7	4
Injuries	0	0	1
Fatalities	0	0	0
Inspector Applicants Passing Exams	1	0	0
Commissioned Inspectors	115	56	64

BOILER AND PRESSURE VESSEL SAFETY

FOCUS on Preventing Accidents

How do most boiler accidents occur?

Dry Fire Accidents or Boiler Meltdowns occur when the boiler operates without adequate water. Functioning low water cutoffs are essential to preventing dry fire accidents. Boiler damage can run from severe buckling and deforming to complete meltdown or potential boiler explosion.

Excessive Pressure Accidents are the most lethal form of boiler accident. The operator control, high pressure limit, and the pressure relief valve need to fail before these accidents can occur. Excessive pressure accidents, even in small boilers, have been known to completely destroy a building.

Fuel Related Accidents usually occur when the operator fails to purge combustible gases from the fire box before ignition is attempted. Leaking fuel valves can also be the cause of these accidents.

"...excessive pressure accidents are the most lethal form of boiler accident. The operator control, high pressure limit, and the pressure relief valve need to fail before these accidents can occur.."



How do you prevent boiler accidents?

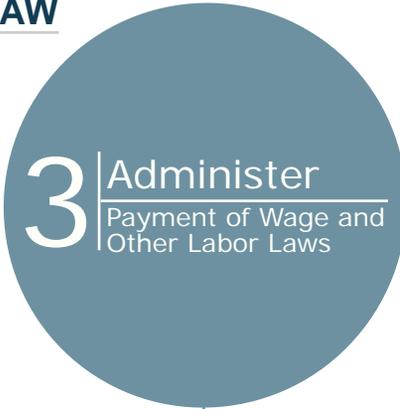
The key to safe boiler operation is the operator. Armed with some basic knowledge about boiler systems and maintenance, the boiler operator can ensure years of safe, reliable service. The operator should test the safety controls on a regular basis. Routine maintenance is well within the ability of most boiler operators. Boiler tune up and repairs however are best left to trained professionals. Here are some problem areas where trained professionals are needed:

- Leaking pressure relief valves
- Continuous make up water to boiler
- Steam leaks or steam vented from condensate tank (steam systems)
- High stack temperatures (greater than 350 degrees)
- Insufficient heat to building
- Condensate dripping down stack or out the front of the boiler
- Constantly resetting controller, high pressure or temperature limits or low water cut-off switches

Reminder: Do not bypass any safety devices in an effort to start your boiler.



LABOR AND EMPLOYMENT LAW



Labor Law Division

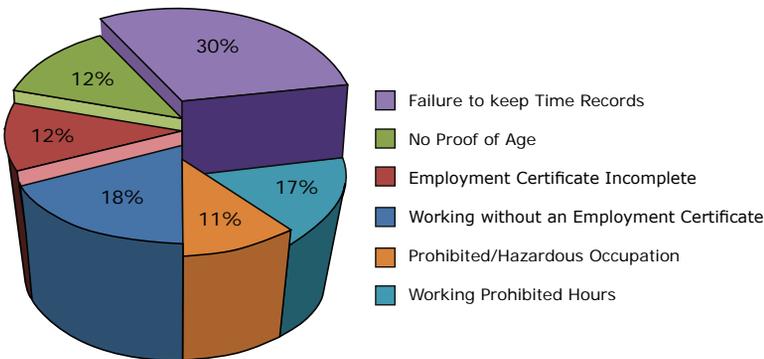
The Labor and Employment Law Division administers and enforces the laws of the Commonwealth that govern pay, assignment of wages, minimum wages, employment of children, the right to work, human trafficking poster requirements, and other labor laws. The division also provides consultation services to the public concerning garnishments and other court orders concerning wage withholdings.

Division staff includes a Director, an Assistant Director, a Compliance Manager, four Payment of Wage Compliance Officers, two Child Labor Compliance Officers, and one Assistant Child Labor Compliance Officer. Program staff are located at the Headquarters and Central Region offices.

An increase in requests for client services during 2014 was the direct result of the restoration of funding by the General Assembly for the administration of the Virginia Payment of Wage Act, §40.1-29 of the Code of Virginia. During 2014 the Division responded to 27,610 requests for assistance from the public, including telephone calls, office visits, e-mail and U. S. Mail inquiries. The Division experienced an eighteen percent increase over the previous year in requests from clients.

"...the Division experienced an eighteen percent increase over the previous year in requests from clients."

2014 Child Labor Penalties



Statutory Authority	Type of Violation	Total
COV §40.1-84	Working Without an Employment Certificate	99
COV §40.1-96	Employment Certificate Incomplete	65
COV §40.1-93	No Proof of Age	67
COV §40.1-81	Failure to keep Time Records	164
COV §40.1-80	Working Prohibited Hours	93
COV §40.1-100,100.1, 100(A)	Prohibited/Hazardous Occupation	58
	Total Violations	546

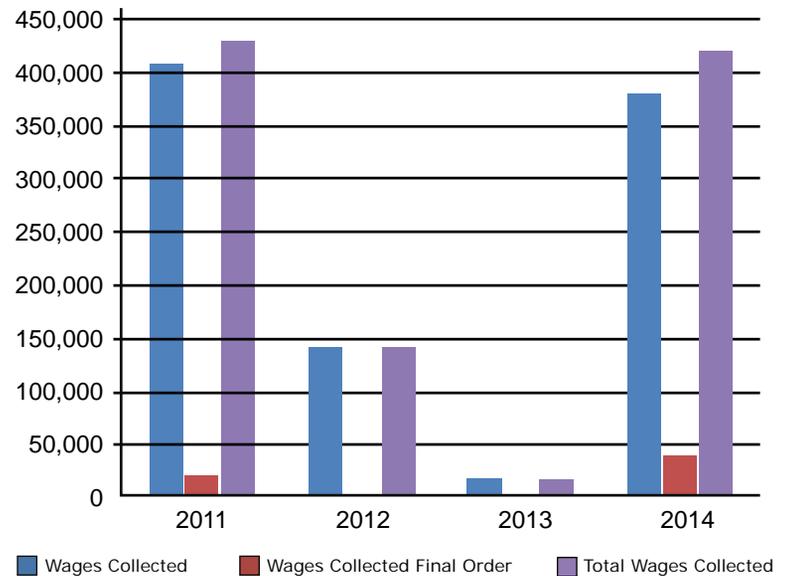
2014 Statistics

The division processed 6,695 applications for youth employment with 4,018 employment certificates and theatrical permits issued. Child Labor Compliance Officers investigated 32 reports of alleged violations and 694 employment certificate applications. In addition, Compliance Officers conducted 346 inspections and issued citations for 546 violations (see chart-2014 Child Labor Penalties). Civil Monetary Penalties in the amount of \$58,081.90 were collected.

The division received and reviewed 1,308 claims for unpaid wages and completed 1,177 payment of wage investigations during 2014. Wages in the amount of \$420,271.46 were recovered for claimants who worked in the Commonwealth.

"...wages in the amount of \$420,271.46 were recovered for claimants who worked in the Commonwealth."

Total Wages Collected



Year	Wages Collected	Wages Collected Final Order	Total Wages Collected
2011	\$408,220.49	\$21,212.00	\$429,432.49
2012*	\$140,849.61	\$0	\$140,849.61
2013*	\$17,553.12	\$0	\$17,553.12
2014	\$380,725.05	\$39,546.41	\$420,271.46
Total	\$947,348.27	\$60,758.41	\$1,008,106.68

* The Payment of Wage Program was unfunded from July 1, 2012 through June 30, 2013.

DOLI Launches On-Line Employment Certificate Process!

The Department of Labor and Industry has launched a new online application process for obtaining a youth employment certificate.

In 2014, the Labor and Employment Law Division received and processed 6,037 applications for youth employment certificates. Virginia law requires that any child under the age of 16 wishing to work be issued a work permit by the Virginia Department of Labor and Industry.

A FEW QUICK FACTS - The youth must have a job offer prior to applying for an employment certificate. The process requires online actions by the youth, employer, and parent, guardian, or custodian in that order. Once an employment certificate has been issued, the employer will receive the certificate electronically. The employer must then present the employment certificate to the youth for their signature. The employer is required to retain either a paper or electronic copy of the employment certificate so long as the youth is employed or for a period of 36 months, whichever is longer.

Online Process

The online system provides a simple three step process for review and approval of applications for youth employment certificates:

- Youth Registration
- Employer Registration
- Parent/Guardian/Custodian Registration



If you want to apply online, here is a safe and easy way to do so. You can reach the online application page from the Labor Law page at the Department of Labor and Industry web site or directly at the link shown below.

<https://vaeecs.doli.virginia.gov/vaeecs/>

VAeECS - Welcome

https://vaeecs.doli.virginia.gov/vaeecs/

THE VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY
VA Electronic Employment Certificate System

Already Registered? [Login](#)

Welcome to the Employment Certificate Application System

Please read the notices posted below prior to beginning the registration

[Basic Rules](#) [Overview](#) [FAQ Link](#)

Step 1 Youth Registration	Step 2 Employer Registration	Step 3 Parent Guardian Custodian Registration
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SYSTEM REQUIREMENTS: POP UP BLOCKER must be turned off, I.E 8 and higher, Chrome, Firefox

The Department also provides the option of a manual paper application process which requires submission of two documents: a Permission for Employment form and an Employer Intent to Employ form to the Labor and Employment Law Division. Normal processing time is 7 to 10 business days. See www.doli.virginia.gov for more information.

COOPERATIVE PROGRAMS



On-Site Consultation Program

Virginia's On-site Consultation Program offers free and confidential occupational safety and health advice to small and medium-sized businesses across the state, with priority given to high-hazard worksites.

In 2014, responding to requests from small employers looking to create or improve their injury and illness prevention programs, Virginia's On-site Consultation Program conducted 546 visits to small business worksites covering over 44,672 workers across the state.

On-site Consultation services are separate from enforcement and do not result in penalties or citations. On-site Consultation visits are provided at the request of the employer.

Using the consultation service, which is funded 90% by the U.S. Occupational Safety and Health Administration (OSHA), employers can find out about potential hazards at their worksites, improve their occupational injury and illness prevention programs, and even qualify for a one year exemption from general schedule VOSH inspections.

On-site Consultants help employers recognize hazards in their workplace; suggest general approaches for solving safety or health problems; provide a written report summarizing their findings; assist the

employer to develop or maintain an effective injury and illness prevention program; and provide training and education for employees.

A Washington State study, in 2011 concluded that consultation visits were associated with an approximately 25% decrease in compensable, non-musculoskeletal, Workers' Compensation claims at fixed work sites and an 11% decrease at non-fixed sites.

"...A Washington State study, in 2011 concluded that consultation visits were associated with an approximately 25% decrease in compensable, non-musculoskeletal, Workers' Compensation claims at fixed work sites and an 11% decrease at non-fixed sites."

The On-site Consultation Program works with employers to improve their injury and illness prevention programs. Having an effective program allows Virginia employers to:

- Recognize and remove hazards from their workplace
- Protect their workers from injury and illness
- Prevent loss of life at their worksite
- Cultivate informed and alert employees who take responsibility for their own and their coworkers' safety and for worksite safety as a whole
- Improve employee morale

An exemplary workplace injury and illness prevention program is "good business sense" that also makes financial sense because it allows Virginia employers to:

- Learn first-hand that the cost of accident prevention is far lower than the cost of accidents
- Lower injury and illness rates
- Decrease workers' compensation costs
- Reduce lost workdays
- Limit equipment damage and product losses



ON-SITE CONSULTATION

546

Consultation
Visits Performed
1/1/2014 - 12/31/2014

Industries Served

Construction	239
Manufacturing	150
Maritime	6
Service	64
Retail	27
Other	60

Hazards Identified

2,902

COOPERATIVE PROGRAMS FOCUS on Training



Mid-Atlantic Construction Safety Conference
DOLI Representatives William Groce and Jennifer Rose

Consultation Training

On-site Consultation offers a wide selection of training to help broaden worker and employer knowledge on the recognition, avoidance, and prevention of safety and health hazards in their workplaces.

During the 2014 calendar year, 53 Formal Training sessions were held by VOSH Consultants. 618 Informal Training sessions were also conducted. 3,093 employees were trained by VOSH On-site Consultation in Virginia during 2014. Each year, in conjunction with the annual VOSH conference, On-site Consultation provides OSHA 10 Hour General Industry and Construction courses to conference attendees.

"...53 Formal Training sessions were held by VOSH Consultants. 618 Informal Training sessions were also conducted. 3,093 employees were trained by VOSH On-site Consultation in Virginia during 2014."

Consultation offers a wide selection of training sessions free of charge to employers and employees.

Training Topics Include

- Accident Investigation
- Bloodborne Pathogens
- Combustible Dusts/Hazardous Materials
- Indoor/Outdoor Air Quality
- Injury and Illness Recordkeeping
- Intro to Ergonomics
- Lockout/Tagout

For more information or to schedule a session, contact the VOSH trainer at groce.william@dol.gov

"...the 19th Annual Virginia Occupational Safety and Health Conference was held October 8-10, 2014 in Hampton, Virginia."

VOSH Annual Conference

The 19th Annual Virginia Occupational Safety and Health Conference was held October 8-10, 2014 in Hampton, Virginia. The conference, which is open to the public, provided attendees with the opportunity to attend 48 concurrent sessions on a variety of occupational safety and health topics.

265 safety professionals and 30 vendors attended the conference this year. Aaron Trippler, the Director of Government Affairs for the American Industrial Hygiene Association (AIHA) was the keynote speaker at the 2014 conference.



COOPERATIVE PROGRAMS

2014 VOSH Conference

The 19th Annual Virginia Occupational Safety and Health Conference was held October 8-10, 2014 in Hampton, Virginia. The conference, which is open to the public, provided attendees with the opportunity to attend sessions on a variety of occupational safety and health topics.

The OSHA 10-Hour Courses in General Industry and Construction were offered again and those completing the 10-Hour course received a 10-Hour OSHA completion card in either General Industry or Construction. Over 48 concurrent sessions were presented by knowledgeable speakers with expertise in the fields of safety, health, human resources, construction, and healthcare to name a few.

Aaron Trippler, the Director of Government Affairs for the American Industrial Hygiene Association (AIHA) was the keynote speaker at the 2014 conference. The general session speaker was J.A. Rodriguez, Jr., CSP, SGE, Founder and CEO of Make My Day Strategies, who delivered another talk from his Strategic Toolbox on "Driving Your Future Safety Program From the Past".

265 safety professionals and 30 vendors attended the conference this year.

Topics Included

- SIIF (Serious Injury/Illness & Fatality) Prevention
- Contractor Risk Management
- Traffic Safety Best Practices—DRIVE SMART VA
- Health and Safety Considerations for Meth Lab Clean Up/March 2013 US EPA Guidelines
- Combustible Dust
- Crude Oil Spill Cleanup
- Indoor Air Quality Old & New
- Exposure Assessment Strategies
- Nursing Home Emphasis Program
- Whistle Blower Protections in Virginia
- Management Leadership
- Trenching and Confined Spaces
- Fall Protection Best Practices 2014, Meeting and Exceeding OSHA/ANSI
- Isocyanates in the Workplace
- Temporary Worker and Worker Misclassifications
- PSM Requirements



Virginia SHARP Statistics

2014



SHARP participants have an average DART rate below the national average for their respective industry



SHARP participants have an average TRC rate below the national average for their respective industry

The Basics Effective July 2014

- Maximum 250 Employees, 500 Corporate
- DART and TRC Lower than BLS
- 4 Main SHMS Elements

Safety and Health Achievement Recognition Program

The On-site Consultation Program's Safety and Health Achievement Recognition Program (SHARP) recognizes small business employers who operate an exemplary injury and illness prevention program. Acceptance of worksites into SHARP by VOSH is an achievement of status that singles sites out among their business peers as a model for worksite safety and health.

15 Virginia employers are currently in SHARP, with 15 more sites working towards SHARP approval.

Virginia employers that participate in SHARP agree to involve employees in the consultation process; correct all hazards identified by the consultant, implement and maintain an injury and illness prevention program that, at a minimum, addresses OSHA's 1989 Safety and Health Program Management Guidelines; and maintain a DART rate and TRC rate below the national average for their industry.

After a site satisfies all SHARP requirements, VOSH formally recognizes the worksite with a SHARP Certificate. SHARP participants commonly hold ceremonies to further recognize their achievement of SHARP approval.

SHARP

Safety and Health Achievement Recognition Program



RESEARCH AND ANALYSIS

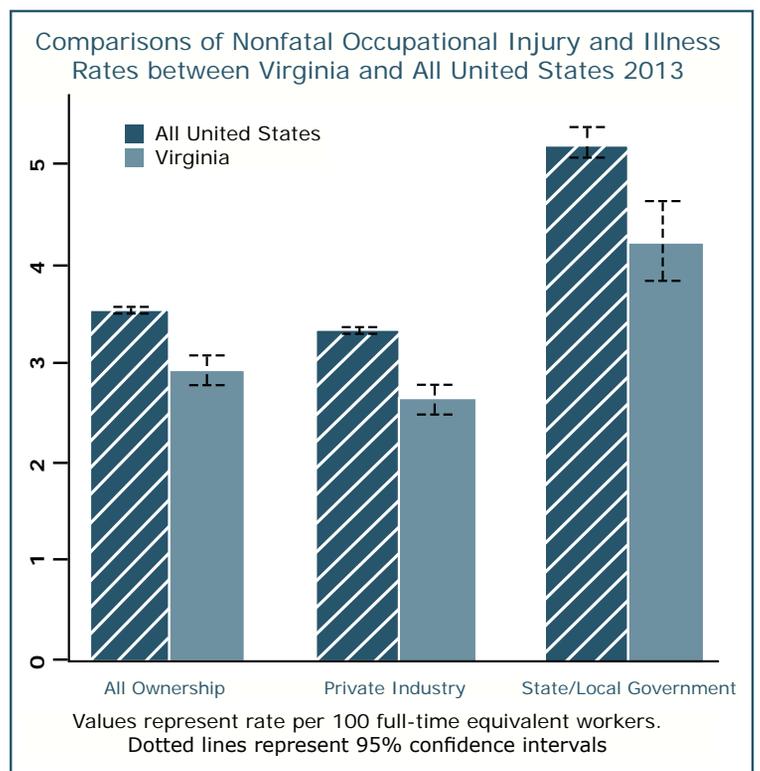
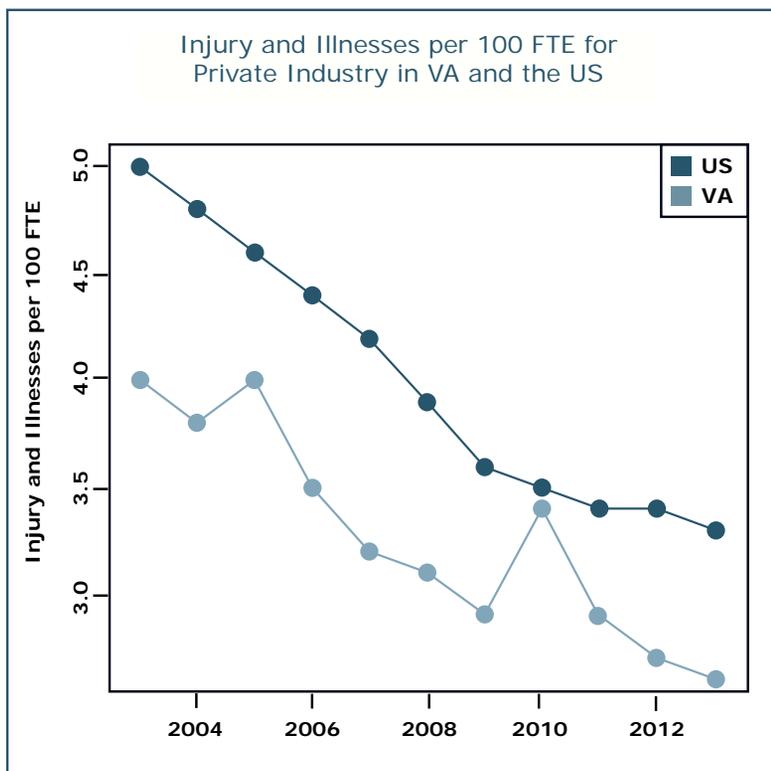
Overview

The Virginia Department of Labor and Industry's Office of Research and Analysis provides data and insights from two annual projects: The Survey of Occupational Injuries and Illnesses (SOII) and the Census of Fatal Occupational Injuries (CFOI).

The Survey of Occupational Injuries and Illnesses, conducted in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics (BLS) produces estimated work-related injury and illness rates and numbers for Virginia. The survey is a statistically valid sample of incidents reported by Virginia employers using information from the OSHA 300 Form. The survey also produces case and demographic data in Virginia on injury and illness cases involving days away from work, and for cases involving days of job transfer or restriction

for certain industries. The information collected includes the employee's age, length of service, occupation, as well as, the nature and sources of the injury and illness, events and types of exposures, and the part of the body affected. The results are published annually.

The Census of Fatal Occupational Injuries, also conducted in cooperation with the BLS, is a full count of all Virginia workplace fatal injuries occurring in a calendar year. Workplace fatalities are categorized into various events including transportation incidents; violence and other injuries by persons or animals; and falls, slips, or trips. Each case is substantiated by at least two independently collected source documents. The results are published annually.



Occupational Injuries and Illnesses in Virginia

Virginia's 2013 non-fatal occupational injury and illness rate maintained the lowest rate since 2003 of 2.9 per 100 full-time equivalent workers when looking at all ownerships: private industry and government. In private industry, the rate is 2.6 per 100 full-time equivalent workers, the lowest the rate has been since 2003, reflecting the general decreasing trend in occupational injuries and illnesses in Virginia and nationwide.

The information and data used to compile this Annual Report was provided by the Bureau of Labor Statistics (BLS) Census of Fatal Occupational Injuries (CFOI) and Survey of Occupational Injuries and Illnesses (SOII) programs.

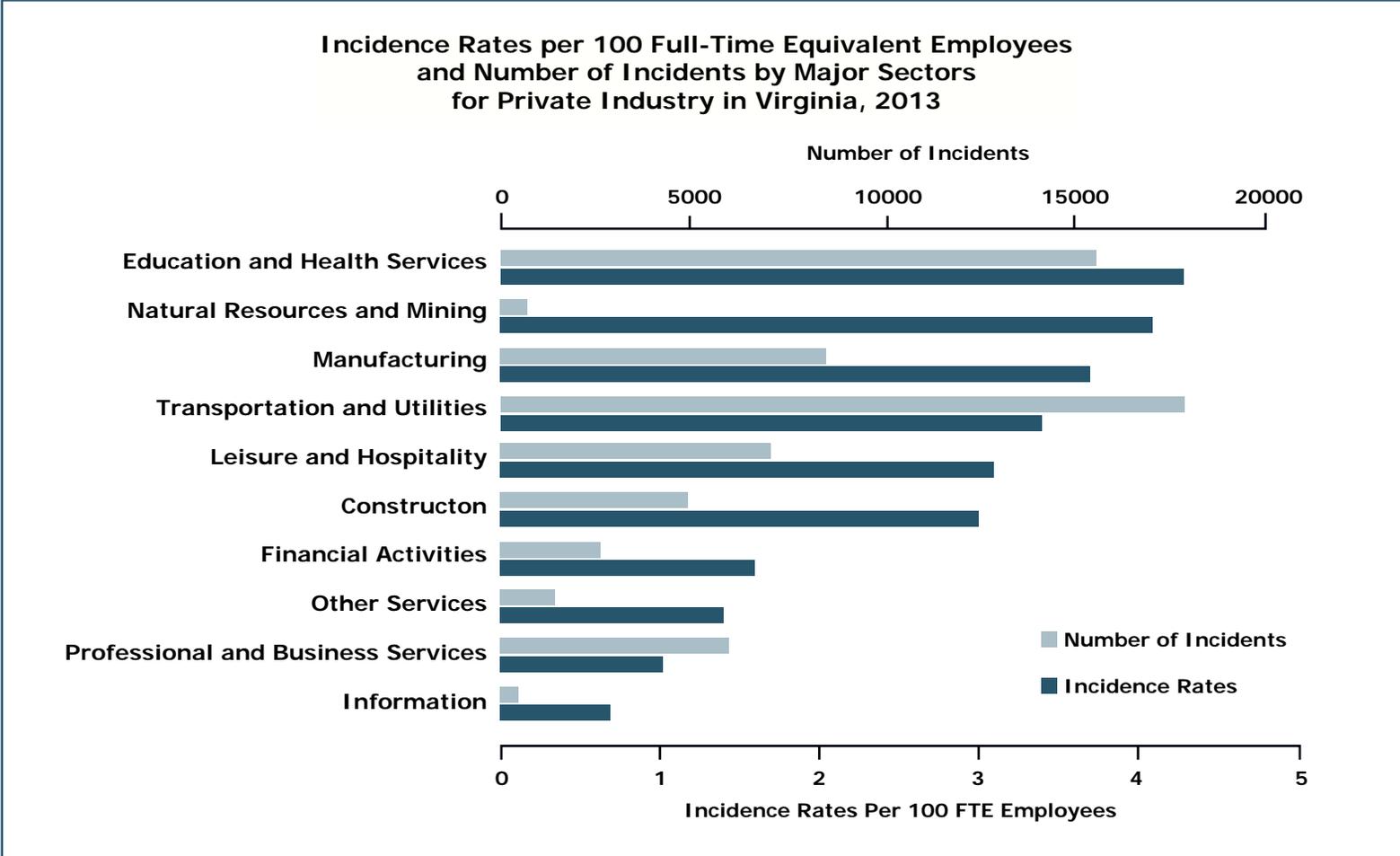
...“The information and data used to compile this Annual Report was provided by the Bureau of Labor Statistics (BLS) Census of Fatal Occupational Injuries (CFOI) and Survey of Occupational Injuries and Illnesses (SOII).”

In 2013, the occupational injury and illness private industry rate, state/local government rate, and the all ownership rate were all significantly lower than the national

“...For private industry, the Virginia rate was 2.6 compared to the US average rate of 3.3, a 21% difference. The Virginia state/local government rate was 4.2 compared with the national state/local government rate of 5.2, 19% difference.”

rate. For private industry, the Virginia rate was 2.6 compared to the US average rate of 3.3. The Virginia state/local government rate was 4.2 compared with the national state/local government rate of 5.2, a 19% difference.

One major sector in private industry, manufacturing, saw a significant decrease in the industry and illness rate from 2012 to 2013. The overall manufacturing rate in Virginia decreased from 4.4 to 3.7 injuries and illnesses per 100 FTE workers. This one-year 16 percent decline marks the lowest rate for that major sector since 2003.



RESEARCH AND ANALYSIS

Manufacturing in Virginia

The manufacturing sector involves establishments engaged in transforming materials and substances into new products. This sector employed 240,402 Virginians in 2013 on average, or about 7% of Virginia's annual average working population for the year.

In 2013, the private industry manufacturing rate of 3.7 was 7.5% lower than the national private industry manufacturing rate of 4.0. This marks the lowest rate in the private industry manufacturing sector since 2003.

"...this marks the lowest rate in the private industry manufacturing sector since 2003."

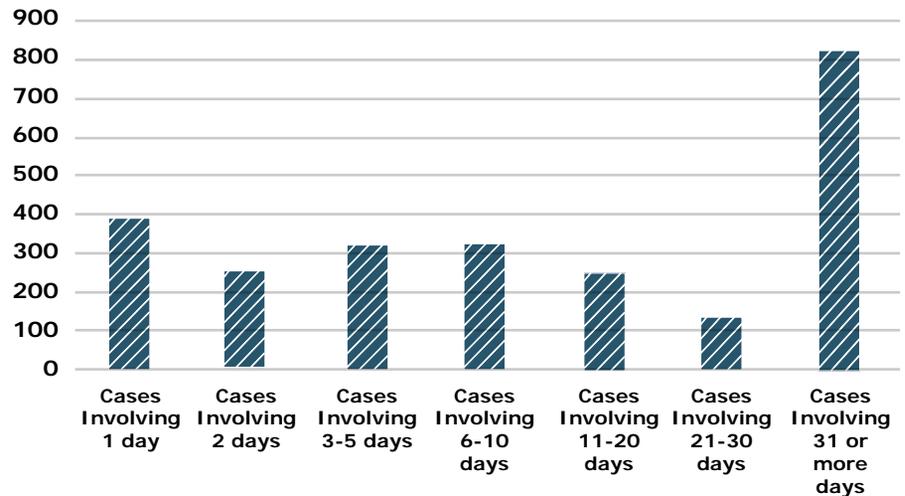
The private industry manufacturing sector had both the third highest injury and illness rate and the third highest actual count of injuries and illnesses among all the major sectors. Particularly, this private industry major sector had an estimated 8,500 cases in 2013, making up about 13% of all private industry injury and illness cases in VA in 2013.

Sub-industries in the larger private industry manufacturing sector had incidence rates ranging from 1.3 to 5.9. The sub-industries with high rates included transportation equipment manufacturing (5.9), fabricated metal product manufacturing (5.3), and wood product manufacturing (4.5).

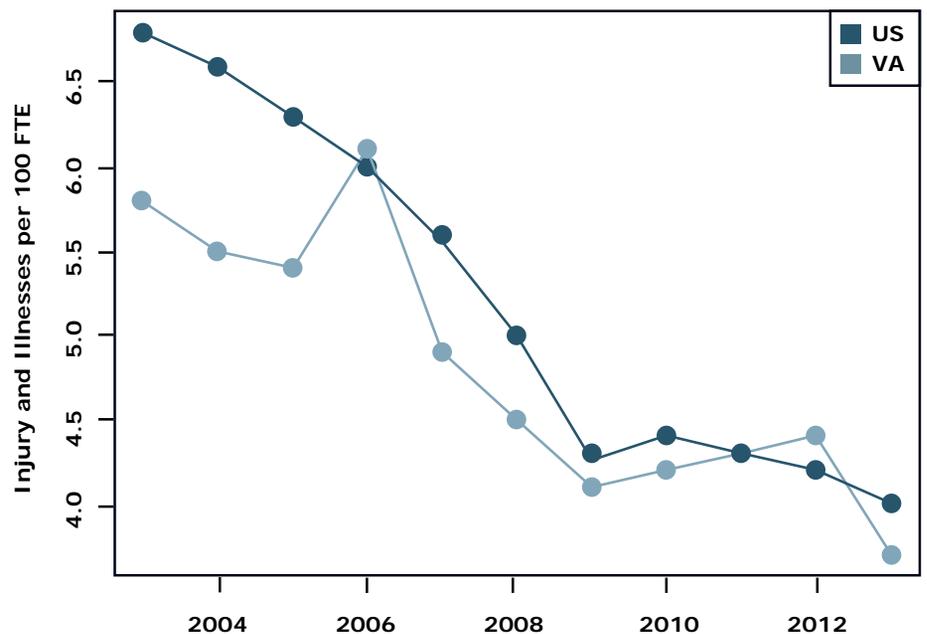
Virginians working in this private industry sector suffered about 2,460 injuries severe enough to require at least one day away from work. The average number of days away from work in the manufacturing industry was 10, up one from 2012, and up four from 2011. A significant percentage of workers who suffered days away from work cases were out for 31 days or more (33%).

Employees who suffered these severe injuries were mostly male (79%) and in production occupations (64%). This sector's days away from work cases make up about 17% of all musculoskeletal disorders in private industry in Virginia. About 42% of all days away from work cases in this industry were caused by overexertion and bodily reaction events. Finally, this sector experienced 8 fatalities in 2013 (or 6.3% of all work-related Virginia fatalities) of which 6 were in private industry.

Days Away From Work Cases in Manufacturing, VA, Private Industry, 2013



Injury and Illnesses per 100 FTE for Private Industry, VA Manufacturing



State and Local Government

The state and local government sectors include employees such as law enforcement personnel, career and volunteer workers, elected officials and many other occupations. There is some overlap between public sector workers and private sector workers such as healthcare workers in state-run hospitals or construction workers working on state infrastructure projects.

The state and local government rate in Virginia was 4.2 (injuries and illnesses per 100 FTE) in 2013. This is significantly higher than the 2013 Virginia private industry rate of 2.6, but lower than the state and local government national rate of 5.2 by 19%.

There were about 17,900 workers in state and local government who suffered a workplace injury or illness in 2013. This makes up about 22% of all workplace injuries and illnesses in Virginia in 2013.

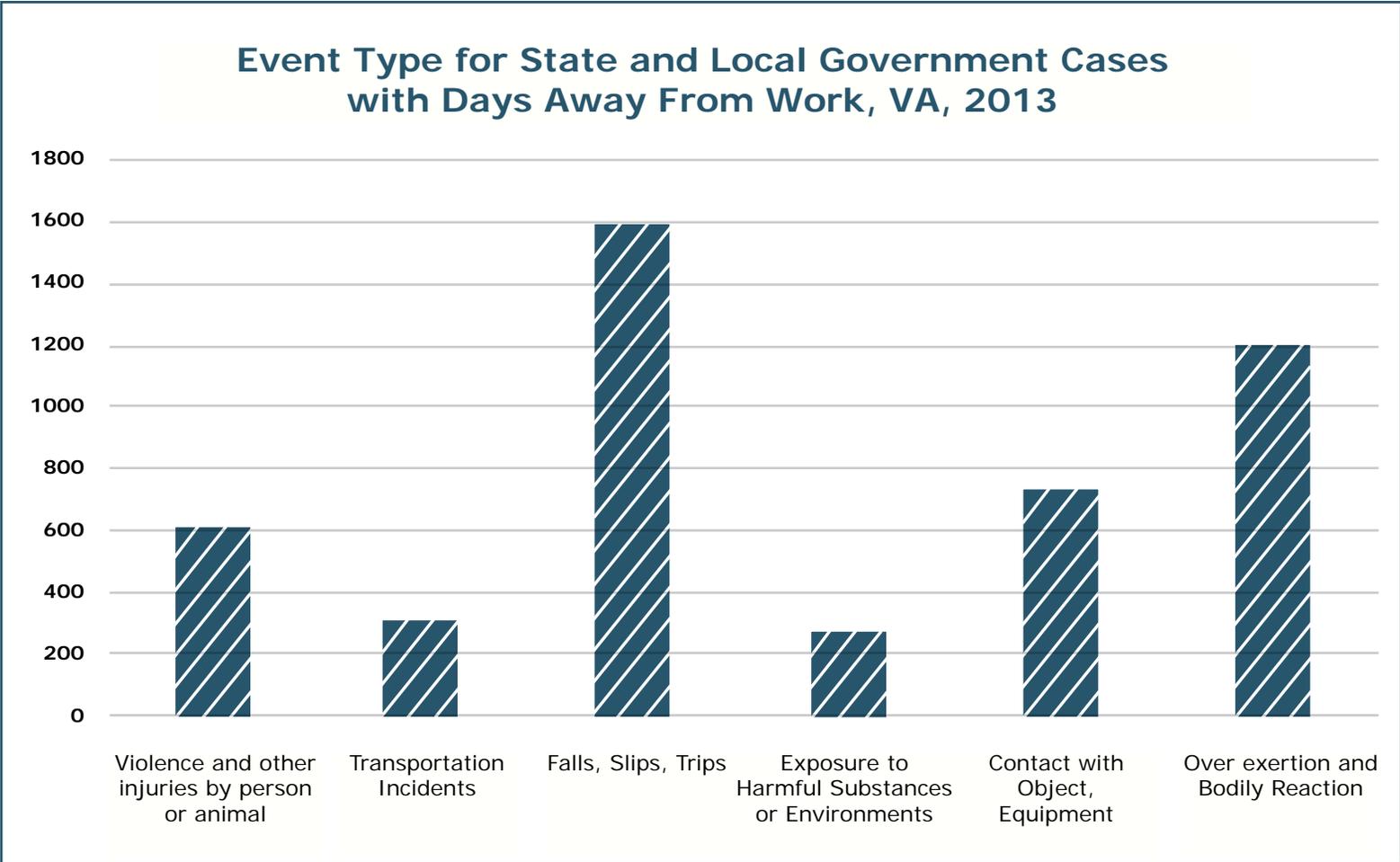
"...this makes up about 22% of all workplace injuries and illnesses in Virginia in 2013."

Sub-industries in state and local government that had high rates include construction (5.7) and health care and social assistance (7.7). In just local government, the construction rate was 14.4 injuries and illnesses per 100 FTE.

About 27% of the injuries in state and local government for 2013 were severe enough to require at least one day away from work (4,920 cases). These cases were almost a 50-50 split between male and females, with about 51% of cases being female and 49% being male. The vast majority of occupations that experienced cases with days away from work were service occupations (2,380 cases or 48% of all days away from work cases).

The majority of days away from work cases were either events of falls, slips, or trips (1,650 cases or 34% of days away from work cases) or overexertion and bodily reaction (1,250 cases or about 25% of days away from work cases).

Finally, most of the days away from work cases in Virginia state and local government in 2013 were sprains, strains, and tears with about 1,990 days away from work cases or about 44% of all days away from work cases in this sector.



RESEARCH AND ANALYSIS

Healthcare & Social Assistance

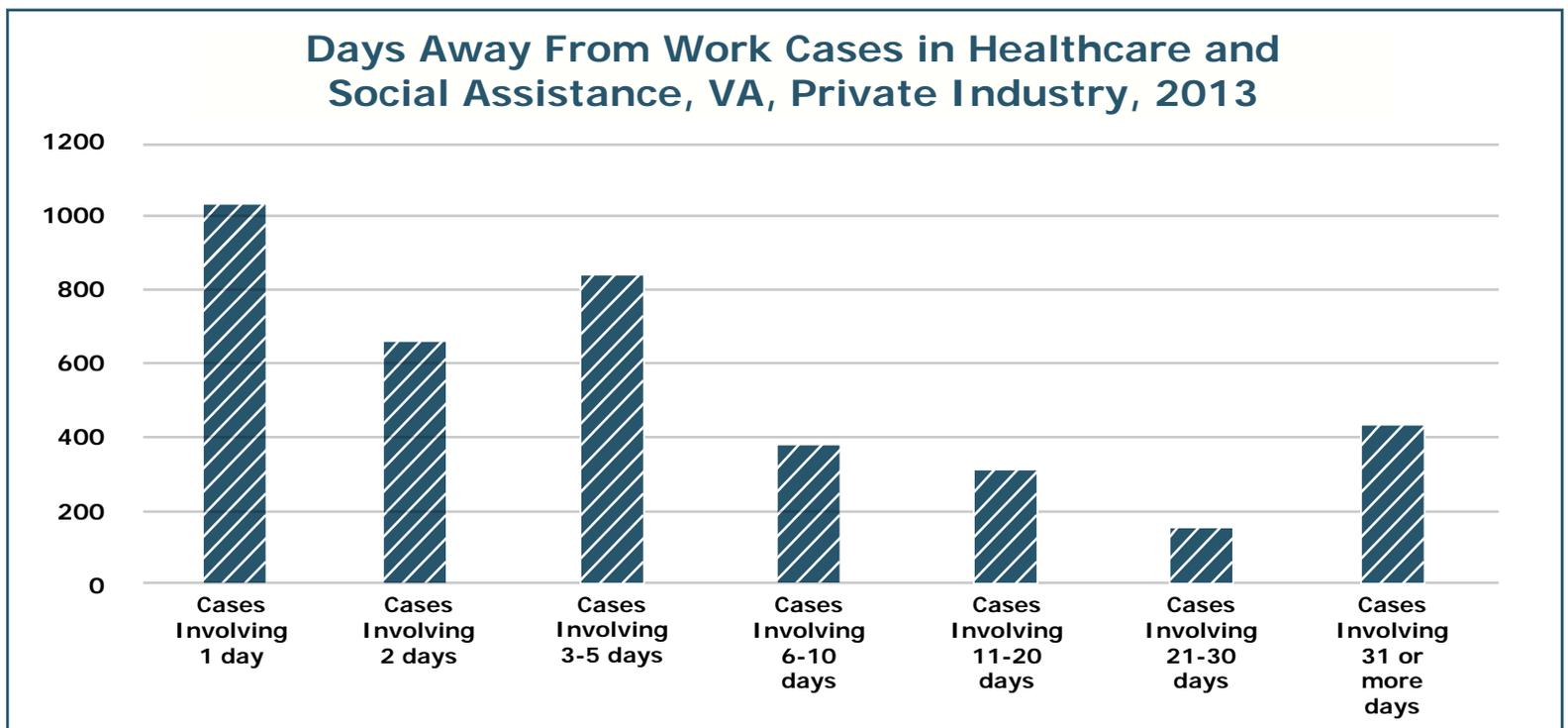
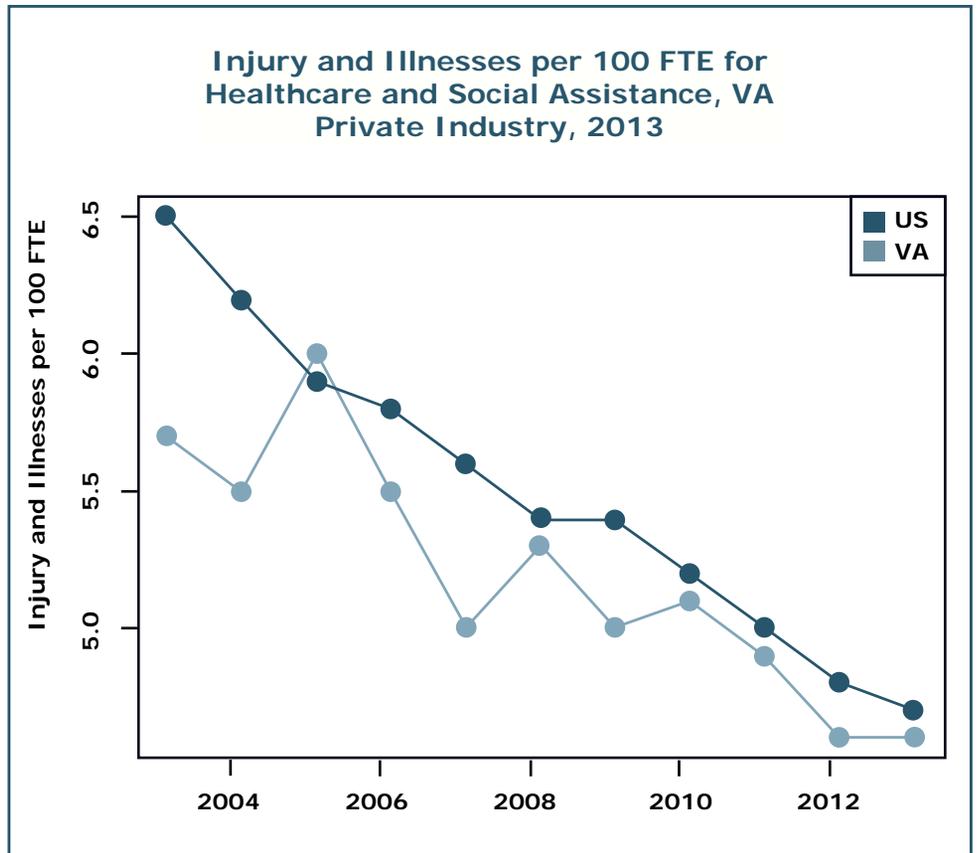
Virginia's Healthcare and Social Assistance sector in private industry had an injury and illness rate of 4.6 per 100 FTE in 2013. This amounts to about 14,400 injuries and illnesses or 22% of all private industry injuries and illnesses.

The rate for the Virginia private industry Healthcare and Social Assistance sector is comparable to the national rate of 4.7 (meaning it is not statistically different).

High rate sub-industries in this sector include nursing and residential care facilities (8.3) and hospitals (6.5). Sub-industries with low rates include social assistance (2.5) and Ambulatory health care services (2.6).

3,800 injuries and illnesses in this private industry sector were severe enough to require at least one day away from work (18% of all days away from work cases in private industry). The vast majority of these cases were women (83%), and of the healthcare practitioner and technical occupations (30%) and service occupations (51%). The majority of these days away from work cases usually only involved a single day away from work (45%).

About 37% of the days away from work cases involved musculoskeletal disorders, making up about 23% of all musculoskeletal disorders days away from work cases in private industry overall in Virginia. Further, about 26% of the days away from work cases in this private industry sector were caused by health care patients.



Natural Resources and Mining

The Virginia natural resources and mining major sector had a private industry injury and illness rate of 4.1 injuries and illnesses per 100 FTE in 2013. This rate is comparable and not statistically different from the national rate of 3.9.

This rate represents about 700 nonfatal occupational injuries and illnesses or about 1% of all nonfatal occupational injuries and illnesses in Virginia for 2013.

Sixteen of the 112 private industry fatal occupational injuries in 2013 were in the natural resources and mining private industry sector (or about 14%). Of the 16 fatalities, 11 were of individuals over the age of 54.

“...of the 16 fatalities, 11 were of individuals over the age of 54.”

Overall, while the rate for this major sector is high, the overall number of individuals who were involved in these incidents is relatively low due to relatively low employment in

this major sector. In 2013, the natural resource and mining private industry sector employed about 20,349 Virginians on average with about 1,967 establishments on average. This represents less than 1% of all employees in Virginia and less than 1% of all establishments in Virginia.

There were about 180 nonfatal occupational injury and illness cases in this private industry sector that were severe enough to require at least one day away from work. Almost all of these cases were males (170 or 94%). The median days away from work for these cases was substantially higher than the overall private industry median days away from work at 22 days away from work. The private industry median is six. On that note, over half of the days away from work cases in this sector involved 31 or more days away from work (80 cases).

A substantial portion of the days away from work cases were in the nature category of “Sprains, strains, tears” (70 cases or 39% of days away from work cases).

	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
Number of establishments				
Private Industry	1,959	1,961	1,974	1,974
Number of employees	Jan-March	Apr-June	July-Sept	Oct-Dec
Private Industry	19,226	20,266	21,750	20,154
Earnings and Hours of Production	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
Average weekly wage (Private Industry)	882	870	790	920

Leisure and Hospitality

The leisure and hospitality private industry major sector had an injury and illness rate of 3.1 injuries and illnesses per 100 FTE. This is significantly lower than the national rate of 3.8. In 2013, there were approximately 7,100 injury and illness cases for this major sector, which is about 11% of all injuries and illnesses that occurred in private industry for the year.

Sub-industries with high rates in this major sector include accommodation (5.1) and museums, historical sites, and similar institutions (4.7). Sub-industries with low rates include personal and laundry services (1.4) and religious, grantmaking, civic, professional, and similar institutions (0.9).

There were 1,490 cases in this private industry major sector that were severe enough to require at least one day away from work. This accounts for about 7% of all days away from work cases in Virginia private industry for 2013. The median days away from work for these cases was five. This is comparable to the median days away from work for this major sector at the national level, which was six.

Almost all of these cases involved service occupations. Service occupations accounted for 83% of the days away from work cases (or 1,230 days away from work cases).

	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
Number of establishments				
Private Industry	18,581	18,539	18,638	18,603
Local government	167	168	168	168
State government	53	55	55	56
Federal government	109	108	109	102
Number of employees	Jan-March	Apr-June	July-Sept	Oct-Dec
Private Industry	344,495	374,792	382,661	361,072
Local government	8,819	7,073	11,201	9,069
State government	1,966	2,396	2,603	2,146
Federal government	4,943	5,205	5,389	4,956
Earnings and Hours of Production	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
Average weekly wage (Private Industry)	339	342	344	365

Values are from the Bureau of Labor Statistics Quarterly Census of Employment and Wages program. Values are from the year 2014. Values are revised and final. Number of employees values are rounded averages of the three months.

RESEARCH AND ANALYSIS

Trade, Transportation and Utilities

The Virginia trade, transportation, and utilities major sector had a private industry rate of 3.4 injuries and illnesses per 100 FTE in 2013. This is significantly higher than the overall private industry rate in Virginia for 2013 but significantly lower than the rate for the same major sector at the national level.

This is a fairly large major sector in Virginia. In 2013, private industry in this sector employed on average about 630,890 Virginians at 42,880 different establishments. This represents about 17% of employed Virginians in 2013 and about 18% of all establishments in Virginia for 2013.

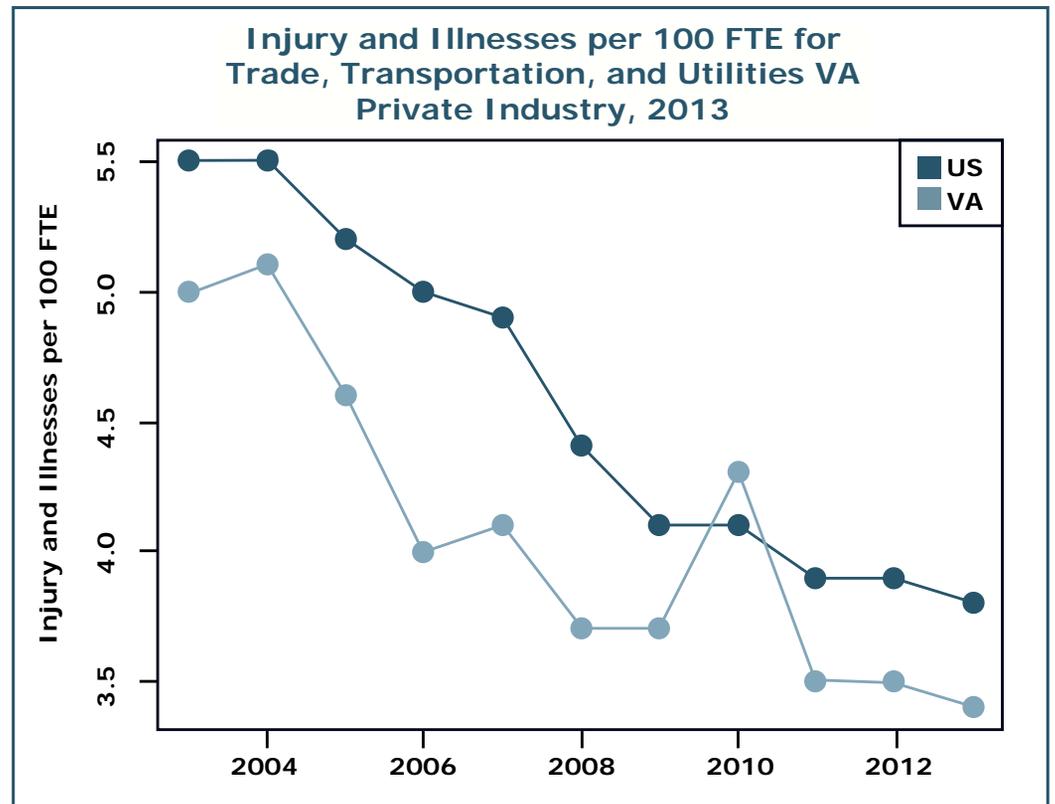
This major sector has the highest number of actual injuries and illnesses out of all other private industry major sectors.

"...this major sector has the highest number of actual injuries and illnesses out of all other private industry major sectors."

This rate represents about 17,900 nonfatal occupational injuries and illnesses in Virginia for 2013, which is about 27% of all nonfatal occupational injuries and illnesses in private industry for Virginia in 2013.

Sub-industries in this major sector, private industry, with particularly high rates include transit and ground passenger transportation (9.1), air transportation (8.8), and merchant wholesalers, nondurable goods (6.6).

Sub-industries in this major sector, private industry, with relatively low rates include electronics and appliance stores (0.5), gasoline stations (0.7), and



wholesale electronic markets and agents and brokers (0.7).

There were about 6,630 cases that were severe enough to require at least one day away from work. This is about 31% of all private industry days away from work cases in Virginia for 2013. Most of these cases, or about 4,930 (74%), were males. The median days away from work for this major sector was 10 days away from work, which is slightly above the private industry median of six days.

A substantial portion of these cases, about 2,080 or 31%, of these days away

from work cases were musculoskeletal disorders.

Of the 112 private industry fatal occupational injuries in Virginia, 30 of these were from this private industry major sector. Of these 30 fatalities, 24 were wage and salary and 6 were self-employed. Twenty-one of these fatalities were transportation incidents and 23 of the 30 fatalities were involved in vehicular and transportation operations at the time of death.

Number of establishments	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
Private Industry	43,022	42,929	42,821	42,749
Local government	240	240	243	241
State government	1	1	1	1

Number of employees	Jan-March	Apr-June	July-Sept	Oct-Dec
Private Industry	617,533	625,194	630,678	650,157
Local government	13,179	13,320	13,388	13,920
State government	ND	ND	ND	ND

Earnings and Hours of Production	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
Average weekly wage (Private Industry)	754	737	734	769

Construction

The Virginia construction major sector had a private industry rate of 3.0 injuries and illnesses per 100 FTE in 2013. This is significantly lower than the private industry national rate of 3.8 for a 21% difference for this major sector and is comparable to the overall private industry rate in Virginia.

The average annual private industry employment for this major sector in Virginia was about 176,665 employees or about 5% of all employees in Virginia. Also, this major sector in private industry makes up an annual average of about 20,906 establishments in 2013 Virginia or about 9% of all Virginia establishments.

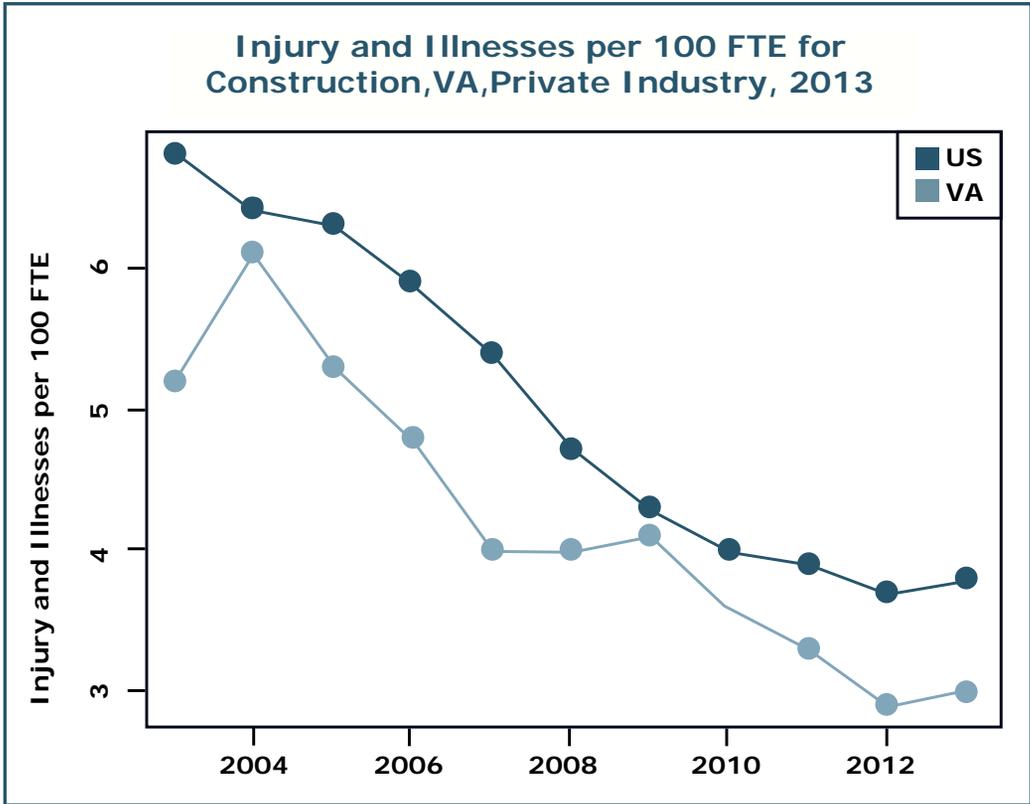
"...also, this major sector in private industry makes up an annual average of about 20,906 establishments in 2013 Virginia or about 9% of all Virginia establishments."

The rate represents about 4,900 nonfatal injuries and illnesses in Virginia for 2013. This is about 7.5% of all nonfatal occupational injuries and illnesses in private industry in Virginia for 2013.

Sub-industries in this major sector, private industry, with relatively high rates include: other heavy and civil engineering construction (4.2), masonry contractors (4.1), and plumbing, heating and air conditioning contractors (3.8).

One sub-industry had a particularly low rate relative to the major sector of 1.2, building finishing contractors.

This major sector in private industry, Virginia, had about 2,300 nonfatal



occupational injuries and illnesses that were severe enough to require days away from work.

The rate of nonfatal occupational injuries and illnesses for those requiring days away from work is higher than the private industry days away from work rate. In fact, in a number of areas for days away from work cases in construction, the days away work rate is higher.

For example, in days away from work cases involving transportation incidents; falls, slip, trips; and contact with objects, equipment all have higher rates in construction than they

do in private industry Virginia overall. Comparatively, overexertion and bodily reaction cases are lower than private industry Virginia's overall days away from work rate. Further, musculoskeletal disorders have a lower days away from work rate in construction as well (compared with the overall private industry days away from work rate in Virginia).

The nature of nonfatal injuries and illnesses with days away from work is similarly distinct from the overall private industry days away from work rates. In general, fractures; cuts, lacerations; and bruises, contusions tend to be higher in construction.

Number of establishments	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
Private Industry	21114	20905	20833	20771
Local government	71	71	71	71
State government	106	106	106	106

Number of employees	Jan-March	Apr-June	July-Sept	Oct-Dec
Private Industry	687,347	177,773	181,249	177,173
Local government	ND	ND	2,119	2,116
State government	7,316	7,350	7,377	7,390

Earnings and Hours of Production	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
Average weekly wage (Private Industry)	893	906	921	1,028

RESEARCH AND ANALYSIS

Financial Activities

The Virginia financial activities major sector had a private industry rate of 1.6 injuries and illnesses per 100 FTE in 2013.

The average annual private industry employment for this major sector in Virginia was about 180,447 employees or about 5% of all employees in Virginia. Also, this major sector in private industry makes up an annual average of about 20,061 establishments in 2013 Virginia or about 8% of all Virginia establishments.

The rate represents about 2,600 nonfatal injuries and illnesses in Virginia for 2013. This is about 4% of all nonfatal occupational injuries and illnesses in private industry in Virginia in 2013.

Sub-industries in this major sector, private industry, with relatively high rates include: rental and leasing services (6.8) and Real estate (3.8).

“...sub-industries in this major sector, private industry, with relatively high rates include: rental and leasing services (6.8) and Real estate (3.8).”

Sub-industries with relatively low rates in this major sector, private industry include: credit intermediation and related activities (0.6) and insurance carriers and related activities (0.6).

This major sector in private industry, Virginia, had about 1,080 nonfatal occupational injuries and illnesses that were severe enough to require days away from work.

Overall, the days away from work rate in this major sector for private industry Virginia is substantially lower than overall private industry Virginia days away from work rate.

High days away from work event rates include overexertion and bodily reaction events, which in this major sector, are higher than the overall private industry Virginia rate. The highest publishable rate in the nature category for days away from work rates, is sprain, strains, and tears.



Professional and Business Services

The Virginia professional and business services major sector had a private industry rate of 1.0 injuries and illnesses per 100 FTE in 2013. This is significantly lower than the private industry national rate for this major sector (1.6), a difference of 38%.

The average annual private industry employment for this major sector in Virginia was about 678,471 employees or about 19% of all employees in Virginia. Also, this major sector in private industry makes up an annual average of about 51,645 establishments in 2013 Virginia or about 22% of all Virginia establishments.

The rate represents about 6,000 nonfatal injuries and illnesses in Virginia for 2013. This is about 9% of all nonfatal occupational injuries and illnesses in private industry in Virginia.

An industry in this sector with a relatively high rate includes waste management and remediation services (2.3).

This major sector in private industry, Virginia, had about 2,310 nonfatal occupational injuries and illnesses that were severe enough to require days away from work.

Overall, the days away from work rate in this major sector for private industry Virginia is substantially lower than overall private industry Virginia days away from work rate (38.1 nonfatal injuries and illnesses per 10,000 FTE vs 86). Days away from work cases are fairly evenly distributed between males and females, with males incurring about 1,070 days away from work cases in this private industry major sector in 2013, and women incurring about 1,240 cases.

About half of the days away from work cases were in service related occupations (1,260) and about half the days away from work cases required five days or less away from work (1,240).

Information

The Virginia information major sector had a private industry rate of 0.7 injuries and illnesses per 100 FTE in 2013. This is significantly lower than the private industry national rate for this major sector (1.5), a difference of 53%.

The average annual private industry employment for this major sector in Virginia was about 71,002 employees or about 2% of all employees in Virginia. Also, this major sector in private industry makes up an annual average of about 3,771 establishments in 2013 Virginia which is less than 1% of all Virginia establishments in 2013.

The rate represents about 500 nonfatal injuries and illnesses in Virginia for 2013. This is less than 1% of all non-fatal occupational injuries and illnesses in private industry in Virginia for 2013.

About 180 cases were severe enough to require days away from work. For this private industry major sector, the days away from work rate is substantially lower than the overall Virginia private industry days away from work rate (26.7 nonfatal occupational injuries and illnesses per 10,000 FTE vs. 86.0).



Other Services

The Virginia other services major sector had a private industry rate of 1.4 injuries and illnesses per 100 FTE in 2013. This is significantly lower than the private industry national rate for this major sector (2.5), a difference of 44%.

This major sector includes industries such as repair and maintenance; personal and laundry services; and religious, grantmaking, civic, professional, and similar organizations.

The average annual private industry employment for this major sector in Virginia was about 130,979 employees or about 4% of all employees in Virginia. Also, this major sector in private industry makes up an annual average of about 24,434 establishments in Virginia for 2013, which is about 10% of all Virginia establishments.

The rate represents about 1,400 nonfatal injuries and illnesses in Virginia for 2013 or about 2% of all nonfatal occupational injuries and illnesses in private industry Virginia.

About 440 cases were severe enough to require days away from work. The majority of these cases involved males (270). About 260 days away from work cases involved individuals over the age of 44 (or about 59%).

The days away from work cases in this private industry major sector tended to be in installation, maintenance, and repair occupations; production occupations; or transportation and material moving occupations (340 days away from work cases or about 77% of days away from work cases).

5 | Protect Worker Safety

Safety Compliance

The VOSH Safety Compliance Division enforces the state unique and federal identical laws and regulations that address the occupational safety and health of workers employed in general industry and construction, agriculture, the public sector and public sector maritime industries. VOSH conducts safety inspections in response to accidents, complaints, referrals, and randomly scheduled inspections of high hazard industries.

The Department's approach for achieving workplace safety and health protections is to identify significant high hazard problems and related trends, and then determine the most effective way to address them, using the best mix of available tools and other resources, and then measuring and monitoring the results.

For example, Safety Compliance conducts special emphasis programs to target exceptionally problematic areas, such as one special emphasis program that uses Worker's Compensation First Reports of Injury to investigate falls, struck-by, amputations, and other serious accidents. Other Safety Compliance special emphasis programs include scaffolding, heavy equipment, and trenching, all of which have resulted in increased awareness of safety in the construction industry.

In 2013 - 2014, VOSH Safety and Health Compliance Officers performed 2,791 inspections. During these inspections over 17,000 hazards were identified and corrected.

In concert with the Health Compliance program, all DOLI compliance officers investigated approximately 478 employee complaints and 152 referrals in the past year. Complaints are often filed by employees themselves, their immediate families or their authorized representatives. Referrals are accepted from other safety or safety-related professionals, such as firefighters, police officers, and fire marshalls, as well as other local, state, or federal agencies.

Fatalities decreased from to 36 in 2013 to 31 in 2014 and of these, nine individuals had Hispanic surnames. The primary single cause of death in the workplace with 11 deaths was due to being struck-by an object.

"...the primary single cause of death in the workplace with 11 deaths was due to being struck-by an object."

The second leading cause was falls with ten deaths. These were followed by five caught-in, caught-by, or caught-between or under objects, equipment, or vehicles. Tree work continues to prove to be a dangerous occupation but the number of fatalities related to tree work decreased from nine arborists in 2013 to 6 in 2014.

VOSH continues its multi-lingual efforts to emphasize the importance of delivering workplace safety and health messages to the workers in the Commonwealth.

During 2014, the Department transitioned from a legacy data entry and recordkeeping system to the OSHA Information System (OIS), which allows much faster retrieval of inspection information, is more user friendly than the previous program and is consistent with federal OSHA recordkeeping.



Miguel Granillo speaks to participants at an outreach event sponsored by the Embassy of Mexico.



VOSH COMPLIANCE Success Stories

Hispanic and Latino Outreach Activities

DOLI recognizes that English is not the primary language of some of our customers. In the construction trades, landscaping, and service industries, Latinos and Hispanics make up a significant portion of the workforce. Language barriers affect not only job quality and understanding of employee rights but perhaps most importantly, misunderstanding safety communications and requirements can result in serious and sometimes fatal work accidents.

In an effort to better communicate with this segment of the workforce and to make them more aware of the hazards that they face, a Program Support Technician from the Manassas office has participated in a number of outreach events sponsored by the Embassy of Mexico and other Latino and Hispanic groups. Miguel Granillo lived in El Salvador until the age of 17, when he came to the United States to attend George Mason University where he earned a degree in sociology and Spanish studies. Miguel worked for the Hotel Employees and Restaurant Employees Union, Local 25 prior to joining DOLI.

Miguel has attended Mexican Mobile Consulate events across the state for the past three years, usually on Saturdays and Sundays, to meet with workers, educate them about the Department's activities, and distribute Spanish language safety information. Additionally, he has assisted with translating documents so that Hispanic workers are better informed about such things as the Virginia unique Reverse Signal Operation standard and the unique Tree Trimming Operations standard. His passion for the welfare of others is demonstrated by his Mexican Mobile Consulate work, his frequent assistance with customer interviews and his volunteerism with the Greater Prince William Medical Corps, for which he has been recognized in the Congressional Record.



VOSH COMPLIANCE

Health Compliance

The VOSH Health Compliance Division focuses on recognition and evaluation of exposure to occupational health hazards. Industrial Hygiene Compliance Officers conduct workplace inspections to evaluate employee exposure to substances, such as air contaminants or bloodborne pathogens, and work conditions such as noise.

The division is also responsible for enforcing VOSH regulations that contain control measures used to reduce employee exposure to such substances and conditions, including engineering controls, (e.g., industrial ventilation and enclosures), administrative controls such as employee rotation, as well as the use of personal protective equipment for a variety of issues, (e.g., respiratory protection, hearing

protection, and chemical protective clothing).

Workplace inspections are generated in a similar manner to those for the VOSH Safety Compliance Division, i.e., through accidents, complaints, referrals, or general schedule inspections.

In addition, the Health Compliance Division continues to focus on the health hazards of silica, asbestos, and lead through special emphasis programs. The Health Compliance Division also has been authorized by the U.S. Environmental Protection Agency to enforce the National Emission Standard for Hazardous Air Pollutants (NESHAP) for the protection of the general public and the environment from asbestos emissions during renovation and demolition activities.

CATEGORIES		OCCUPATIONAL SAFETY AND HEALTH INSPECTIONS					
Calendar Year	2012		2013		2014		
	Safety	Health	Safety	Health	Safety	Health	
Planned	1,736	438	1,450	352	1,340	337	
Follow-Up	52	15	34	11	38	8	
Complaint	256	244	202	215	232	230	
Referral	68	65	76	71	67	77	
Accident/Fatality/Cat.	51	6	49	4	50	6	
Other	377	119	340	76	280	71	
Totals	2,540	877	2,151	729	2007	729	

CATEGORIES		CITATIONS ISSUED					
Calendar Year	2012		2013		2014		
	Safety	Health	Safety	Health	Safety	Health	
Serious	2,605	1,132	2,136	839	1,834	694	
Willful	11	5	34	7	4	2	
Repeat	121	12	84	1	76	13	
Other (OTS&FTA)	869	536	719	445	689	471	
Totals	3,606	1,685	2,973	1,292	2,612	1,180	

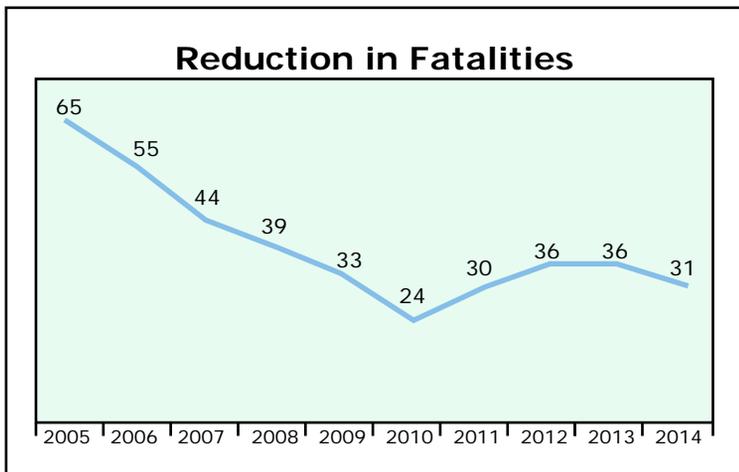
CATEGORIES		PENALTIES ASSESSED (IN DOLLARS)					
Calendar Year	2012		2013		2014		
	Safety	Health	Safety	Health	Safety	Health	
Penalties	\$2,369,692	\$1,291,374	\$1,690,724	\$708,987	\$1,493,765	\$525,346	

FOCUS on Reducing Fatal Accidents, Injuries and Illnesses

The most immediate objective of the VOSH Program is to reduce workplace fatalities, injuries and illnesses. The Department strives to maintain equally strong enforcement and cooperative program elements, and believes that this approach has contributed, along with the help of the business community and employees, to many important things that benefit Virginia’s employees and employers:

- Virginia's injury and illness rates are consistently well below the national average in both private and public sector employment. The data for 2013 reflects an overall Total Recordable Case Rate for Virginia of 2.9. When compared to the national rate of 3.5, the result is a difference of 17.14%. The private industry rate for Virginia is 2.6. When compared to the national rate of 3.3, the result is a difference of 21.21%.
- The construction industry rate for Virginia is 3.0. When compared to the national rate of 3.8, the result is a difference of 21.05%.
- The state and local government rate for Virginia is 4.2. When compared to the national rate of 5.2, the result is a difference of 19.23%.

The number of fatal accidents covered by the VOSH program has declined more than 50% from calendar years 2005 to 2014



The VOSH program uses numerous tools to enforce safety and health protections and work cooperatively with Virginia employers and employees to reduce and eliminate injuries, illnesses and fatal accidents:

- Local emphasis inspection programs (LEP) in high hazard areas such as fall protection, work around overhead high voltage lines, asbestos exposure, work around heavy equipment (reverse signal operation

of vehicles and machinery), tree trimming operations, logging and sawmills

- Adoption of Virginia unique laws and regulations addressed at hazards or industries with high rates of injuries, illnesses and fatal accidents (e.g., overhead high voltage line safety; tree trimming operations; fall protection in steel erection; reverse signal operation in construction and general industry; and compliance with manufacturer’s instructions for vehicles, machinery, tools and equipment in general industry, construction, agriculture and public sector maritime)
- An abatement verification regulation that requires not only abatement certification (i.e., the employer’s signed statement that abatement has occurred), but also requires employers to provide photographs, receipts, purchase orders, etc., as verification that a hazard was abated
- Development of public service announcement (PSA) videos in the areas of tree trimming operations, overhead high voltage line safety, trenching safety, the dangers of heat stress and fall protection
- A thriving Virginia Voluntary Protection Program (VPP) which now has 41 active members, and four more anticipated during calendar year 2015 (a 10% increase)
- An improving Safety and Health Achievement and Recognition Program (SHARP) with 15 active members and 15 more sites working towards SHARP approval



Misclassification in Virginia

What is Worker Misclassification?

Misclassification occurs when an employer improperly classifies an employee as an independent contractor.

Why is Misclassification So Harmful?

While employees are afforded many protections and benefits by the federal government and the Commonwealth of Virginia, individuals designated as independent contractors are excluded for the most part.

Worker misclassification is a destructive practice - whether intended or accidental - and costs Virginia's taxpayers, employees and employers tens and perhaps hundreds of millions of dollars annually.

It also denies essential employment protections and benefits to hundreds of thousands of Virginia workers in such areas as:

- occupational safety and health protections
- unemployment benefits
- workers' compensation
- minimum wage and overtime
- health insurance
- retirement benefits, including Social Security
- family and medical leave
- protections from discrimination (e.g., Americans With Disabilities Act (ADA), Age Discrimination in Employment Act (ADEA))

Employers who misclassify can save significantly in payroll costs. Studies in other states reported that these savings can range from ten to 40 percent. In industries where competitive bidding occurs, misclassifying employers may be able to underbid their competitors due to their lower payroll costs, leaving employers who properly classify unable to compete.

Employers who properly classify their workers may also face higher costs when unemployment tax and workers' compensation insurance rates are adjusted upwards to cover costs incurred by misclassified workers.

What is the Extent of the Problem of Misclassification in Virginia?

Commissioner of Labor and Industry, C. Ray Davenport:

"Misclassification stifles competition and directly harms honest Virginia companies by allowing unscrupulous employers to undercut their bids on construction projects and in other procurement scenarios."

In 2012, the Joint Legislative Audit and Review Commission (JLARC) reported that:

A Virginia Employment Commission (VEC) audit of one percent of Virginia employers found 5,639 workers were misclassified in 2010. Based on findings

in other states, Virginia could have on the order of 40,000 misclassifying employers and 214,000 misclassified workers."

Misclassification is only thought to be more widespread and costly now than when JLARC first studied the issue four years ago.

Which Virginia Industries are Most Impacted by Misclassification?

The JLARC Study reported on the frequency of misclassification in Virginia industries based on Virginia Employment Commission audits conducted in 2010:

Other industries that have been identified as being impacted by misclassification include Landscaping, Tree Trimming, Logging and Asbestos Removal.

Administrative and Support and Waste Management and Remediation Services Industry has Highest Proportion of Misclassifying Employees (2010)



	% of Audited Employers Found to Be Misclassifying Within Industry	Number of Misclassifying Employers
Administrative and Support and Waste Management and Remediation Services	40%	58
Construction	33	242
Accommodation and Food Services	27	20
Real Estate and Rental Leasing	27	11
Transportation and Warehousing	26	16
"All Other Industries"	24	51
Health Care and Social Assistance	24	30
Retail Trade	23	55
Wholesale Trade	22	23
Other Services (except Public Administration)	19	42
Professional, Scientific and Technical Services	19	31
Total	27%	579

a North American Industry Classification System (NAICS) code descriptions.

b Includes Educational Services; Public Administration; Manufacturing; Finance and Insurance; Information Arts; Arts, Entertainment, and Recreation; Management of Companies and Enterprises; Utilities; Agriculture; Forestry, Fishing and Hunting; and Mining, Quarrying, and Oil and Gas Extraction.

c NAICS industry codes were missing for five misclassifying employers, so total is less than the total number of misclassifying employers

Source: JLARC staff analysis of 2010 audit data from the Virginia Employment Commission.

Misclassification (cont.)

What is the Government's Response?

Misclassification of workers has garnered considerable attention over the last several years from the federal government and state governments, including Virginia.

The U. S. Department of Labor's Wage and Hour Division has a "Misclassification Initiative" which has established multi-jurisdictional Memorandums of Understandings (MOU) with twenty-one states with varying political constituencies from Texas to New Hampshire and Florida to Hawaii.

A number of states, such as our neighbors to the north in Maryland, have identified misclassification of workers as not only a very harmful practice to workers and businesses, but as a significant cost center in the state's budget. In 2009, Maryland adopted a statute to prevent misclassification in the construction and landscaping industries.

An in-depth study conducted in Indiana found that lost state revenues resulting from misclassification was conservatively estimated to be 246.2 million dollars per year. A similar study in Illinois put the figure at 300.6 million dollars per year. Other states that have enacted laws include Colorado, Illinois, Massachusetts, Pennsylvania, New Jersey, New Mexico and New York.

In response to the 2012 Report of the Joint Legislative Audit and Review

Commission (JLARC), which identified and defined the problem of worker misclassification in Virginia, Governor Terry McAuliffe issued Executive Order 24 on August 14, 2014, entitled "Establishing an Inter-Agency Task Force on Worker Misclassification and Payroll Fraud": The misclassification of employees as "independent contractors" undermines businesses that follow the law, deprives the Commonwealth of millions of dollars in tax revenues, and prevents workers from receiving legal protections and benefits."

The Secretary of Commerce and Trade is leading the Governor's Task Force in its preparation of a report and recommendations on the issue. Other participating agencies are:

- Virginia Employment Commission (VEC)
- Workers' Compensation Commission (VWCC)
- Department of Labor and Industry (DOLI)
- Department of Professional and Occupational Regulation (DPOR)
- Department of Taxation (TAX)
- State Corporation Commission Bureau of Insurance (SCC)

The Taskforce's initial report was presented to Governor McAuliffe on December 1, 2014. It established a work plan with a timeline for researching and setting parameters for the implementation of a multi-agency pilot program by July 1, 2015. While some of the parameters are being finalized, the program will include employer outreach and education, the ability of agencies to better share data and information, and enhanced collection of data on the number and instances of employee misclassification. Results of the pilot program are to be reported by November 1, 2015.

DOLI's Position

"The Department today is committing itself to aggressively pursuing Governor McAuliffe's initiative to root out the destructive practice of misclassification of workers in Virginia. Misclassification of workers as independent contractors constitutes payroll fraud, and denies hard-working Virginia employees of basic legal protections such as workers' compensation, family and medical leave, and unemployment insurance. Misclassification also cheats those honest employers and contractors who properly classify employees, since employers who misclassify can undercut their bids due to lower operating costs."



THE TOP 25 SAFETY STANDARDS CITED BY VOSH FOR CONSTRUCTION

(January 1, 2014 - December 31, 2014)

No.	Standard	Description
1.	1926.501	Duty to have fall protection
2.	1926.451	Scaffolds general requirements
3.	1926.110	Asbestos
4.	1926.100	Head protection
5.	1926.50	Medical services and first aid
6.	1926.1053	Ladders
7.	1926.651	Specific excavation requirements
8.	1926.453	Aerial lifts
9.	CSAN.051	Construction sanitation
10.	1910.1200	Hazard communication
11.	1926.405	Wiring methods, components, and equipment for general use
12.	1926.652	Requirements for protective systems in excavations
13.	1926.502	Fall protection systems criteria and practices
14.	1926.404	Wiring design and protection
15.	1926.62	Lead
16.	1926.20	General safety and health provisions
17.	1926.416	Electrical lockout general requirements
18.	1926.150	Fire protection
19.	1926.452	Additional requirements applicable to specific types of scaffolds
20.	VAC130	ARM construction industry standards
21.	1910.134	Respiratory protection
22.	1926.503	Training requirements for fall protection
23.	1926.403	General requirements electrical
24.	RVSG.50	Reverse signal alarm
25.	CNSP.146	Confined space construction





**THE TOP 25 HEALTH STANDARDS
CITED BY VOSH FOR GENERAL INDUSTRY**
(January 1, 2014 - December 31, 2014)

No.	Standard	Description
1.	1910.1200	Hazard communication
2.	1910.305	Wiring methods, components, and equipment for general use
3.	1910.134	Respiratory protecton
4.	1910.303	Electrical general requirements
5.	1910.157	Portable fire extinguishers
6.	1910.212	General requirements for guarding all machines
7.	1910.178	Powered industrial trucks
8.	1910.147	The control of hazardous energy (lockout/tagout)
9.	1910.132	General requirements for personal protective equipment (PPE)
10.	1910.151	Medical services and first aid
11.	16VAC25-73	Tree trimming operations
11.	1910.215	Abrasive wheel machinery
12.	1910.22	General requirements for walking-working surfaces
13.	1910.219	Mechanical power-transmission apparatus
14.	1910.106	Flammable and combustible liquids
15.	1910.37	Maintenance, safeguards, and operational features for exit routes
16.	1910.107	Spray finishing using flammable and combustible materials
17.	1910.146	Permit-required confined spaces
18.	1910.23	Guarding floor and wall openings and holes
19.	1910.1030	Bloodborne pathogens
20.	1910.119	Process safety management
21.	1910.213	Woodworking machinery requirements
22.	1910.141	Sanitation
23.	1910.304	Wiring design and protection
24.	1910.334	Use of electrical equipment
25.	1910.95	Occupational noise exposure

VOLUNTARY PROTECTION PROGRAM

Voluntary Protection Program (VPP)

The Voluntary Protection Program (VPP) concept recognizes that enforcement alone can never fully achieve the objectives of the OSH Act of 1970. Exceptional safety and health management systems that go beyond VOSH standards can protect workers more effectively than simply complying with laws that set minimum safety and health requirements. Virginia VPP is patterned after the federal VPP and is designed to recognize and promote excellence in employee safety and health management. It is available to employers of all sizes in both the private and public sectors

The program has two levels of participation, STAR and Merit. STAR participants are a select group of worksites that have designed and implemented outstanding safety and health programs, including full and meaningful employee involvement. Merit participants are those that have demonstrated the potential and willingness to achieve STAR status and are implementing planned actions to fully meet the VPP STAR requirements.

VPP Membership

VPP has rigorous requirements and confers a high level of recognition on worthy employers. The program relies heavily on employer self-assessments and requires an extensive application process, including submission of written safety and health policies and procedures. Once an employer has successfully submitted an application, final certification requires an intensive, weeklong inspection by a VOSH VPP Evaluation Team. This team will interview employees, review safety and health plans, observe work practices, and verify that the employer has implemented effective safety and health management systems. Only those employers that fully meet the eligibility requirements and who can successfully pass the on-site evaluation will have their facilities certified as STAR worksites.



VPP Star Site Award Ceremony
NIBCO

Benefits of VPP

Virginia VPP acknowledges and fosters a state of the art approach to implementing safety and health systems that prevent serious injuries, illnesses and fatal accidents to employees; while also providing a demonstrative return on investment to businesses that allows them to be more productive, more competitive and more economically viable in a very challenging economy.

Participating in the Virginia VPP assists businesses and government agencies in substantially improving occupational safety and health protections for thousands of employees through voluntary and cooperative efforts; while decreasing insurance premiums, workers' compensation costs, absenteeism, and increasing productivity and competitiveness. Improving productivity and decreasing employers' costs related to maintaining a safe and healthy workplace enhances economic viability, and increases available capital for reinvestment, expansion, and new hiring.

Virginia VPP was the first program in the country to welcome State correctional institutions as VPP members. The Virginia Department of Corrections (VADOC) has two VPP STAR facilities

– Augusta Correctional Center and Lunenburg Correctional Center. They remain the only correctional facilities in the VPP nationwide. Both facilities have consistently incurred lower workers' compensation costs than other comparable VADOC sites and have significantly lower OSHA rates (TCIR and DART) than the national rates for correctional facilities. These sites have also led by example in changing the safety and health culture in their agency by providing expertise and guidance for what is possible in occupational safety and health at VADOC.

Besides enhanced worker safety and health, there are numerous other benefits that individual VPP sites experience. Collaboration with VOSH has included opportunities to showcase best practices at conferences and workshops or occasions to train with VOSH employees to share the latest efforts in worker safety and health. Active employee involvement in safety and health can also lead to higher quality production, better general housekeeping, suggestions that translate into improved efficiency and other exceptional business metrics.

Virginia VPP Accomplishments in 2014

In 2014, there were six new sites reviewed by onsite VPP Evaluation Teams for inclusion into the VPP and nine sites that successfully were recommended for reapproval. Many new sites are preparing for application in the near future.

The Virginia Associated General Contractors (AGCVA) has been collaborating with DOLI to develop a unique recognition program that would bestow a similar recognition for construction sites and contractor members. These efforts have resulted in the creation of the Virginia Building Excellence in Safety and Health Training (BEST) program, a unique model for partnering with exemplary general contractors to improve site safety and provide a vital safety model for this hazardous group of industries.

Continued success at the VADOC has inspired agency management to expand participation in the VPP by establishing a partnership with DOLI. The proposed VPP Challenge project would create a formal method to prepare and monitor the progress at participating VADOC facilities. The Challenge project could offer a prototype for other employers or other government agencies to replicate the VADOC's achievements. According to Mr. Michael Williford, VADOC Risk Manager, the consistent safety performance at its the two STAR facilities, Lunenburg Correctional Center and Augusta Correctional Center, has reduced injuries for staff and offenders, resulting in significant cost avoidance which benefits Virginia taxpayers.



Objectives for 2015

1. Increase the number of active VPP sites in Virginia so that more worksites may achieve the program's results of increased worker safety and health and improved employee morale.
2. Continue the growth of VPP site employee involvement in mentoring other sites, which leverages the skills and knowledge of Virginia's employers to help the Agency achieve its goals.
3. Develop the DOLI VPP Staff to fully engage VPP sites and interested employers in maximizing the value of VPP to the Commonwealth's workforce.
4. Expand the number of active volunteers. These individuals provide invaluable service to the program as site mentors, evaluation team members, and as advocates for VPP.
5. Participate in the implementation of Virginia BEST (Building Excellence in Safety, Health and Training) strategic partnership with the Associated General Contractors of Virginia.
6. Establish the DOLI/VADOC Challenge Pilot program to expand the number of correctional facilities qualified to enter the VPP and provide an effective model for other government agencies to develop exemplary safety and health management systems.
7. Promote events that provide opportunities to share best practices from VPP sites with interested employers to improve and enhance the quality of the participants' safety and health management systems.

VOLUNTARY PROTECTION PROGRAM

FOCUS on Best Practices

Virginia's Voluntary Protection Program

Virginia VPP recognizes only those employers with the very best safety and health management systems in Virginia.

There were two "Best Practice" Days sponsored by Virginia VPP sites in 2014. FAREVA Pharmaceuticals hosted an event where six presenters from VPP sites near Richmond, including FAREVA, provided insights to the success at their facilities for the attendees in February.

Huber Engineered Woods of Crystal Hill had over 100 attendees who paid close attention to the numerous presenters at "The Prizery" Community Arts Center in South Boston in July 2014.



Best Practices Day sponsored by Huber Engineered Woods

Fareva Topics Included:

Powered Industrial Trucks and Pedestrian Safety presented by International Paper Co.

Ergonomic Success Stories presented by Fareva

Conducting a Facility Safety Audit presented by Cintas

Huber Topics Included:

Powered Industrial Trucks and Pedestrian Safety presented by R.R. Donnelley

Transportation Safety presented by Frito-Lay

Best Practices from a VPP Star Site presented by G.E. Intelligent Platforms

VPP Work Sites

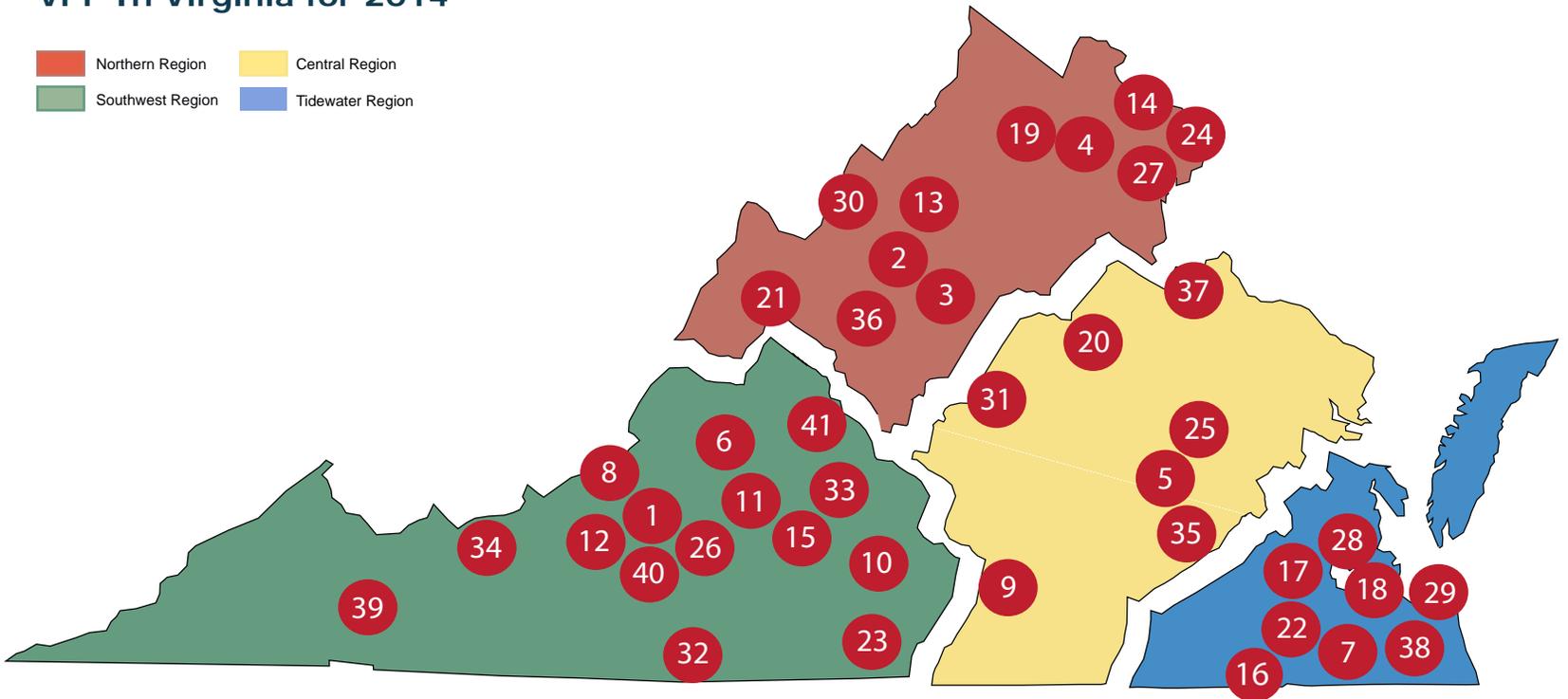
Delta Airlines, Miller Coors, Raytheon, Eastman Chemicals, International Paper, Dominion Power and Lunenburg Correctional Center, are just a small sample of the 41 Virginia worksites providing exceptional worksite safety and health protections for over 11,000 employees. Sites that participated in Virginia VPP during 2014 averaged 53% lower injury and illness rates than their counterparts in their respective industries.

"...sites that participated in Virginia VPP during 2014 averaged 53% lower injury and illness rates than their counterparts..."



VOLUNTARY PROTECTION PROGRAM

VPP In Virginia for 2014



Current VPP Sites In Virginia for 2014

1. General Electric – GE Energy	Salem	08/27/96	22. Kraft Foods Group, Inc.	Suffolk	07/13/06
2. MillerCoors – Shenandoah Brewery	Elkton	06/14/97	23. Huber Engineered Woods, LLC	Crystal Hill	08/21/06
3. General Electric – GE Intelligent Platforms	Charlottesville	07/17/98	24. Delta Air Lines, Inc.	Arlington	04/30/08
4. Lockheed Martin	Manassas	11/02/98	25. Fareva	Richmond	09/16/08
5. International Paper – Richmond Container Division	Richmond	01/22/99	26. Integrity Windows and Doors, Inc.	Roanoke	10/29/08
6. Veritec – Lynchburg Division	Forest	02/05/99	27. Covanta Energy – Fairfax	Lorton	02/23/09
7. BASF	Suffolk	08/15/01	28. Babcock and Wilcox Power Generation Group	Newport News	04/30/09
8. RR Donnelly – Salem	Salem	11/01/01	29. Raytheon Norfolk Depot	Norfolk	12/11/09
9. Lunenburg Correctional Center	Victoria	03/01/02	30. Cargill Turkey Production	Harrisonburg	02/09/10
10. Georgia Pacific – Brookneal OSB	Gladys	07/22/02	31. Tenaska Virginia Generating Station	Scottsville	02/09/10
11. Frito-Lay, Inc. – Manufacturing	Lynchburg	08/28/02	32. CP Films (Subsidiary of Eastman Chemical)	Fieldale	03/24/10
12. Veritec – Roanoke Division	Salem	09/24/03	33. Frito-Lay, Inc. – Transportation	Lynchburg	06/28/10
13. Cargill Turkey Production, LLC	Harrisonburg	06/02/04	34. ABB, Inc.	Bland	04/12/11
14. Covanta Energy - Alexandria	Alexandria	09/17/04	35. Cintas Location #143	Chester	12/12/11
15. RR Donnelly – Lynchburg	Lynchburg	12/13/04	36. Polymer Group, Inc.	Waynesboro	03/12/12
16. NAES – Southampton Power Station	Franklin	12/17/04	37. Birchwood Power Facility	King George	03/14/13
17. Dominion Generation – Surry Power Station	Surry	01/18/05	38. Cintas (Location 391)	Portsmouth	07/15/13
18. Continental Automotive Systems, Inc.	Newport News	01/28/05	39. Kennametal	Chilhowie	08/27/14
19. Toray Plastics (America), Inc. – PEF Division	Front Royal	04/08/05	40. Tecton	Salem	09/30/14
20. Dominion Generation – North Anna Power Station	Mineral	04/09/05	41. NIBCO, Inc.	Stuarts Draft	11/05/14

POLICY AND PLANNING

Office of Policy and Planning

Policy and Planning (P&P) provides planning, program development, and procedural assistance to the Department's Virginia Occupational Safety and Health (VOSH) program and its related policy board, the Safety and Health Codes Board. It is also responsible for assisting in the development of the administrative policies and overall strategic planning functions of the Department.

MAJOR ACCOMPLISHMENTS DURING CALENDAR YEAR 2014

- Reviewed existing documents and agency plans and developed the new strategic plan for the Department for the upcoming biennium
- Issued 19 Program Directives for the VOSH Program with an additional 50 Program Directives in development dealing with inspection and enforcement procedures for individual standards, compliance assistance, or specific emphasis programs
- Worked with the Library of Virginia to update the Records Retention and Disposition Schedule for Department records
- Worked with OSHA Region III to coordinate and maintain the Virginia State Plan for Occupational Safety and Health; including update, error corrections, and maintenance of the federal standards and instructions, recordkeeping logs, and the Automated Tracking System (ATS) Notifications
- Continued development and/or drafted amendments to the *Administrative Regulation Manual* for the VOSH Program, *Employer's Rights and Responsibilities Following a VOSH Inspection*, and the *VOSH Closing Conference Guide*
- Worked with the Assistant Commissioner and Program Directors to update internal agency policies
- Coordinated with the Divisions of Legal Services, Occupational Safety, and Occupational Health, as needed, on regulatory issues, new standards development, and the development of performance measures

- Continued development of chapter additions, revisions, and updates to the VOSH Field Operations Manual, as well as needed revisions to the VOSH Program Directives system and related manuals for internal distribution and final posting on the Virginia Regulatory Town Hall Website

SAFETY AND HEALTH CODES BOARD SUPPORT AND REGULATORY ACTION

Policy and Planning also provides support to one of the Department's two policy boards, the Safety and Health Codes Board, which held two meetings during 2014. P&P assisted the Board in adopting, amending and/or approving several regulatory changes including:

Federal OSHA Final Regulation Adoption

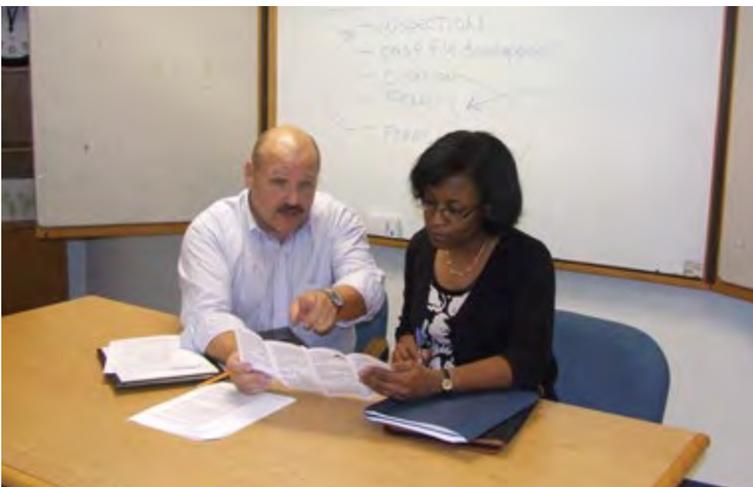
- Electric Power Generation, Transmission, and Distribution and Electrical Protective Equipment, Parts 1910 and 1926, Final Rule
- Record Requirements in the Mechanical Power Presses Standard, §1910.217(e)(1); Amendment
- Terminals Handling Intermodal Containers or Roll-On/Roll-Off Operations Vertical Tandem Lifts, §1917.71(i), Public Sector Only Final Rule, Remand
- Vehicle-Mounted Elevating and Rotating Work Platforms, §1910.67; Corrections
- Logging Operations, §1910.266; Corrections
- Electric Power Generation, Transmission, and Distribution, §1910.269, and Electrical Protective Equipment; Correcting Amendments
- Cranes and Derricks in Construction: Operator Qualification and Certification, §1926.1427(k); Amendment

Non-OSHA Regulatory Action of the Board

- Repeal of 16 VAC 25-155, General Requirements for Clearances, Construction of Electric Transmission and Distribution Lines and Equipment, Construction Industry - Subpart V, §1926.950 (c)(1)(i)
- Final Regulation to Amend the Standard for Certified Lead Contractors Notification, Lead Project Permits and Permit Fees, 16VAC25-35

Regulatory Review of Regulations

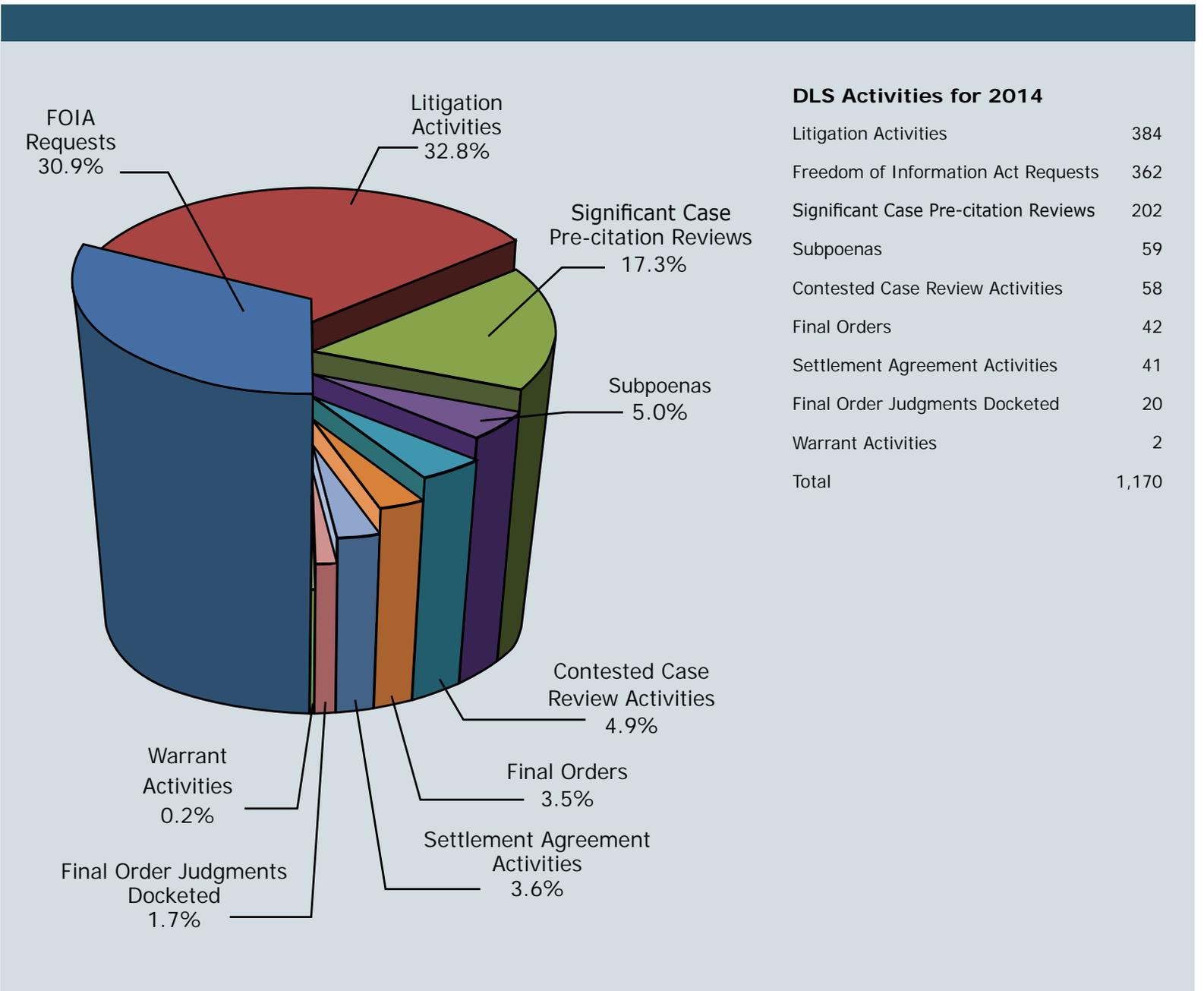
- Completed a Periodic Review of 16 VAC 15-30, Virginia Rules and Regulations Declaring Hazardous Occupations
- Completed a Periodic Review of 16 VAC 25-145, Safety Standards for Fall Protection for Steel Erection, in the Construction Industry



Division of Legal Services

The Division of Legal Services (DLS) provides general legal and technical support to DOLI's occupational safety and health programs and other programs in the Agency as needed. Among its responsibilities are:

- Reviewing and processing VOSH contested cases, significant cases (e.g., pre-citation review of fatality and proposed willful citation cases), formal settlement agreements, administrative search warrant requests, subpoenas for documents and testimony
- Litigating VOSH contested cases in Virginia Circuit Courts by serving as Special Assistant Commonwealth's Attorneys, or assisting Commonwealth's Attorneys in their prosecution of our cases. (Litigation work is done with the review and approval of the Assistant Attorney General assigned to the Department)
- Processing requests for information under the Virginia Freedom of Information Act
- Assisting divisions in the development of policies and procedures, regulations, standards, and statutory change



AGENCY OPERATIONS



Administration

The Division of Administration performs the following Agency-wide functions to support the Agency mission and programs:

- Executive Management
- Accounting, budgeting, financial management and compliance (including grants)
- Information Technology
- Telecommunications
- Asset, contract and facilities management
- Purchasing
- General service support
- Regional/Field Office Administrative Support

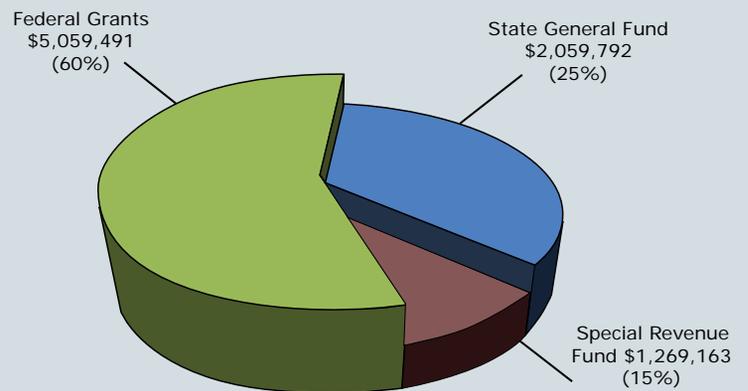
The Department's operating budget for fiscal year 2014, Appropriation Act Chapter 806 (July 1, 2013 - June 30, 2014), was \$14.31 million (\$7.34 million General Fund, \$6.97 million Non-General Fund) with an authorized employment level of 191 positions.

The Department of Labor and Industry's funding came from State General Fund Appropriations, Federal Funds from the U. S. Department of Labor, and Special Revenue Funds from various sources including Indirect Cost Recoveries, Asbestos/Lead Project Permit Fees, Voluntary Protection/Compliance Grant Matching Funds, and Registration fees for the Virginia Occupational Safety and Health Conference.

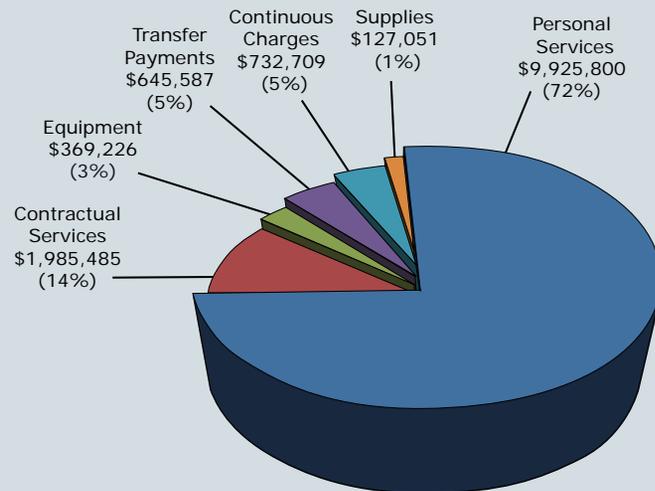
The Department's programs contributed significant revenues to the state that offset program costs. For fiscal 2014, the Department's revenues represented 61% of annual Agency expenditures. (FY2014 Total Revenues \$8,388,446; Total Expenditures \$13,785,858.) These revenues were a combination of fees collected in the Boiler and Asbestos programs, federal grants, and penalties collected by the Department's Virginia Occupational Safety and Health and Labor and Employment Law Divisions.

During State fiscal year 2014, the Department maintained a central headquarters, with seven regional and field office sites to provide services throughout Virginia. Despite reductions in federal and state funding for Agency programs, the Department continued to have a tremendous positive impact by promoting safe and healthy workplaces, protecting children from hazardous employment, developing job training opportunities through registered apprenticeship, supporting best employment practices, and assuring safe operation of boilers and pressure vessels.

TOTAL FY2014 REVENUE (\$8,388,446)



TOTAL FY2014 EXPENDITURES (\$13,785,858)



Descriptive Notes

Personal Services - Includes Salaries/Fringe Benefits.

Contractual Services - Includes Virginia Information Technology Infrastructure (\$470,895) and Telecommunications (\$114,675) Expenses, Postage, Training, Travel, and other contractual expenses.

Supplies - Includes General Office Supplies.

Transfer Payments - Includes Federal Indirect Cost Accounting Entry.

Continuous Charges - Includes Building and Equipment (Copier) Rentals and Workers Compensation Insurance.

Equipment - Includes Office Furniture and Field Equipment.

Human Resources

Our HR mission statement outlines our ongoing commitment to recruit, develop, and retain a competent, dedicated, and diverse workforce that provides high quality programs and services designed to promote the safety, health, and well-being of Virginia's workers, while aligning our state workforce with the strategic mission, vision, and goals of our Agency and the Commonwealth.

During 2013/2014, the Payment of Wage Program was reconstituted and the Division of Human Resources (DHR) worked with management to staff the Division to better serve Virginia's citizens.

Because our highly valued employees are our most important asset, DHR coordinates several recognition programs. An important focus again this year was the Service Award Recognition Program and receptions held at each regional office and headquarters for the purpose of recognizing those who met milestone years of service as well as to acknowledge employees for their continued hard work and service to the Agency.

We also coordinated our Employee Recognition Program, which is comprised of four different awards. Outstanding Employee Achievement was recognized with Eighty-Eight STAR Awards, eleven Gotcha Awards, two Commissioner's Outstanding Achievement Awards, and nineteen Commissioner's Cup Awards. In addition, we celebrated Public Service Week through a variety of programs and activities in honor of those who diligently serve the citizens of the Commonwealth.

In support of the Commonwealth's CommonHealth initiatives and to promote wellness, DHR participated in several programs aimed at keeping our employees physically fit and in good health—Take 10 Minutes, Recipe for a Healthier Heart, and WellGonomics: How You Move Matters.

DHR hosted a Benefits Fair for all State agencies within the Main Street Centre building and other nearby State buildings during the Open Enrollment period. The Benefits Fair is offered to educate employees on the benefits the state has to offer.

This gave employees the opportunity to ask questions and

obtain information directly from the vendors. This is especially

important for employees who are thinking of changing their

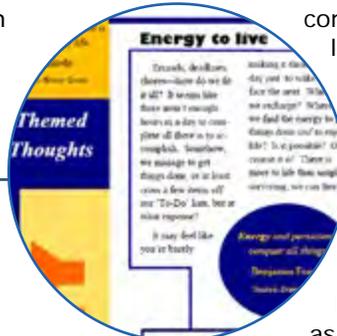
medical or dental coverage during Open Enrollment. Representatives that attended included Anthem BCBS, Aetna, Delta Dental, Active Health Management, ICMA-RC, VRS, Virginia Credit Union, and many more.

A new program was developed by DHR to enhance our positive environment and work culture. The "Themed Thoughts" initiative was aimed at helping employees to consider and act upon core values, attributes and personal qualities of positivity, fellowship, beauty, gratitude, and reflection. The goal was to improve upon our way of thinking, making us more aware of our thoughts, actions,

and personal interactions. We also encouraged the use of team-building to cultivate happy, productive employees and enhance a positive workplace climate.

Training and career development opportunities continue to be an important component of our recruitment and retention strategies in an effort to meet the needs of our employees in the areas of leadership, knowledge management, and performance management. We encourage personal and professional development and offer educational opportunities for our staff as a reflection of our commitment to life-long learning. By taking advantage of no-cost seminars, training sessions, and forums we have continually increased our knowledge base as well as remained current on changes in the HR industry. This has allowed us to continue to offer the best service and programs to our employees.

Finally, DHR coordinated the Agency's Commonwealth of Virginia Campaign for 2014. In a difficult economy, we are proud of our efforts in the form of donations to area charities. During the month of November, we participated in the Holiday Mail for Heroes campaign sponsored by the American Red Cross, providing holiday cards for veterans and their families across the Commonwealth.



DOLI OFFICE LOCATIONS

DOLI Offices

The Department of Labor and Industry has a Headquarters located in downtown Richmond, and Regional and Field Offices located in different parts of the state. Consult the map or visit our web site to locate the office that serves your area of the state.

Headquarters Office

Main Street Centre
600 East Main Street, Suite 207
Richmond, Virginia 23219
Phone: (804) 371-2327
Fax: (804) 371-6524

Central Virginia Regional Office

North Run Business Park
1570 East Parham Road
Richmond, Virginia 23228
Phone: (804) 371-3104
Fax: (804) 371-3166

Abingdon Field Office

The Johnson Center
468 East Main Street, Suite 114
Abingdon, Virginia 24210
Phone: (276) 676-5465 Ext. 101
Fax: (276) 676-5461

Northern Virginia Regional Office

10515 Battleview Parkway
Manassas, Virginia 20109
Phone: (703) 392-0900
Fax: (703) 392-0308

Lynchburg Field Office

3704 Old Forest Road, Suite B
Lynchburg, Virginia 24501
Phone: (434) 385-0806 to 09
Fax: (434) 385-0848

Tidewater Regional Office

Interstate Corporate Center, Building 6
6363 Center Drive, Suite 101
Norfolk, Virginia 23502
Phone: (757) 455-0891
Fax: (757) 455-0899

Verona Field Office

201 Lee Highway
Verona, Virginia 24482
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