

Dealing with Cannabis Bliss

Presented By:

Consultation Education and Training Division

Michigan Occupational Safety and Health Administration

Michigan Department of Labor and Economic Opportunity

www.michigan.gov/miosha

517-284-7720



MIOSHA Mission

Help Protect the
Safety and Health
of Michigan
Workers!

MIOSHA Motto

Educate Before
We Regulate!





Dealing with Cannabis Bliss



Michigan Occupational Safety and Health Administration (MIOSHA)

Disclaimer

Information provided in this presentation may contain legal information. Legal information is not the same as legal advice – the application of law to an individual's specific circumstances.

The agency will do its best to provide you with information that is accurate and useful, but it is recommended you consult a lawyer if you want professional assurance the information, and your interpretation of it, is appropriate to your particular situation.

Purpose, Scope of this presentation

The complicated nature of the hazards present in the cannabis industry highlight the need to develop an active occupational safety and health programs that reduce and or eliminate hazards in the workplace.

Cannabis Industry in Michigan

Since the legalization of cannabis for recreational use and the implementation of the licensing system for growers, processors, and retailers, Michigan has over 1,000 growers, 228 processors, and 1,040 dispensaries.

MIOsha State Emphasis Program (SEP)

- MIOsha has established this State Emphasis Program (SEP) to address safety and health hazards associated with the growing, harvesting, and processing of cannabis.
- This SEP covers the growing, harvesting, and processing of cannabis because the occupational safety and health hazards are mainly found at those operations; the SEP does not include retail establishments.
- National Institute for Occupational Safety and Health (NIOSH), studies have found that workers in cultivation, harvesting, and processing of cannabis face dermal exposure to the psychoactive and medicinal chemicals in cannabis, ergonomic stressors, and potential exposure to allergens and respiratory hazards through inhalation of organic dusts (such as fungi, bacteria, and endotoxins) and volatile organic compounds (VOCs) such as diacetyl and 2, 3-pentanedione.

MIOsha Michigan Occupational Safety and Health Administration (MIOsha) Department of Labor and Economic Opportunity (LEO)		AGENCY INSTRUCTION
DOCUMENT IDENTIFIER: MIOsha-COM-23-IR1		DATE: January 9, 2025
SUBJECT: Cannabis – State Emphasis Program (SEP)		
<p>I. Purpose. This instruction establishes a state emphasis program (SEP) to address safety and health hazards associated with the growing, harvesting, and processing of cannabis (marijuana).</p> <p>II. Scope. This instruction applies to the Consultation Education and Training (CET) Division and the General Industry Safety and Health Division (GISHD).</p> <p>III. References.</p> <p>A. Agency Instruction, MIOsha-COM-20-1, Companion and Expanded Inspections, as amended.</p> <p>B. Agriculture Standard Part 700, Agriculture (Part 700, Agriculture)</p> <p>C. American National Standard Institute (ANSI)/CAN/Underwriters Laboratories (UL)/Underwriters Laboratories Canada (ULC), Standard for Safety 1389:2023, Plant Oil Extraction Equipment for Installation and Use in Ordinary (Unclassified) Locations and Hazardous (Classified) Locations.</p> <p>D. Colorado Department of Public Health & Environment, Marijuana Occupational Health and Safety Work Group, January 2017, Guide to Worker Safety and Health in the Marijuana Industry.</p> <p>E. Couch J.R., et al., Annals of Work Exposures and Health, 2020, Vol. 64, No. 7, pages 693–704, Review of NIOSH Cannabis-Related Health Hazard Evaluations and Research.</p> <p>F. General Industry and Construction Standard Part 451, Respiratory Protection (Part 451, Respiratory Protection).</p> <p>G. General Industry Standard Part 2, Walking-Working Surfaces (Part 2, Walking-Working Surfaces).</p> <p>H. General Industry Standard Part 6, Fire Exits (Part 6, Fire Exits).</p> <p>I. General Industry Standard Part 33, Personal Protective Equipment (Part 33, PPE).</p> <p>J. General Industry Standard Part 39, Design Safety Standards for Electrical Systems (Part 39, Design Safety Standards for Electrical).</p> <p>K. General Industry Standard Part 56, Storage and Handling of Liquefied Petroleum Gases (Part 56, Storage and Handling of Liquefied Petroleum).</p> <p>L. General Industry Standard Part 69, Compressed Gases: Acetylene, Hydrogen, Oxygen, and Nitrous Oxide (Part 69, Compressed Gases: Acetylene, Hydrogen, Oxygen, and Nitrous Oxide).</p>		

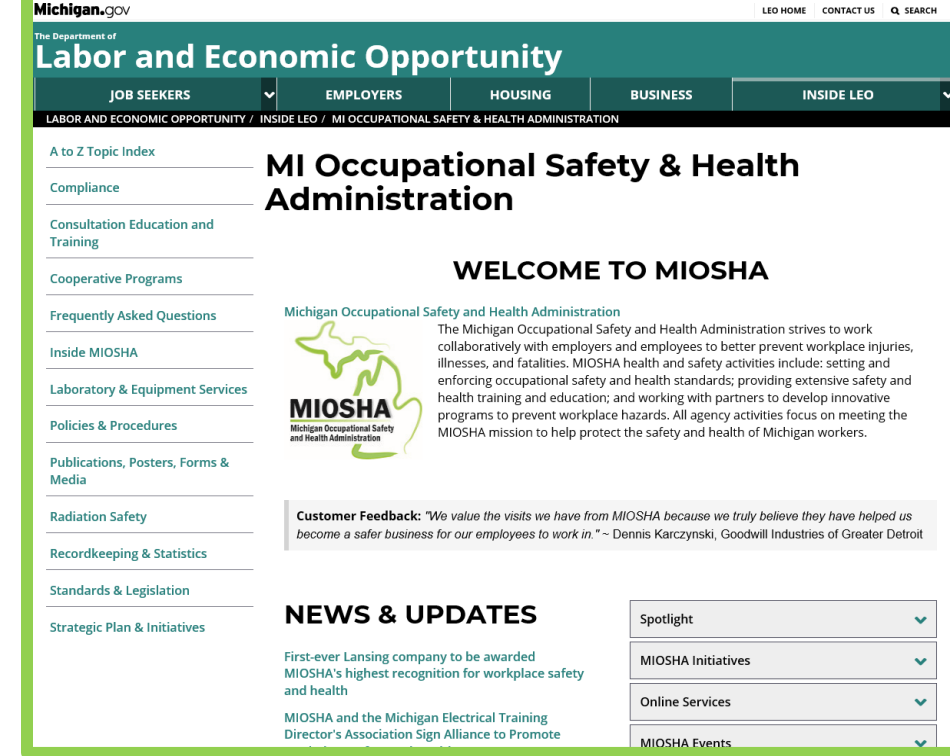
Establishing a Safety and Health Program

- Management Leadership
- Worker Participation
- Hazard Identification and Assessment
- Hazard Prevention and Control
- Education and Training
- Program Evaluation and Improvement



MIOSHA Website

- **Main page:** www.michigan.gov/miosha
Sign-up for email announcements from MIOSHA
- **Standards:** www.michigan.gov/mioshastandards
Access to all MIOSHA standards
- **Publications:** www.michigan.gov/mioshapublications
Links to guidance documents, fact sheets, posters and sample written programs
- **MIOSHA Training Institute:** www.michigan.gov/mioshatraining
Certificate program for those desiring more in-depth training in occupational safety and health management and MIOSHA standards



MIOSHA CET Services and Assistance

Services provided at no additional cost to employers:

- Occupational safety and health consultation
- Education and training programs
- Hazard surveys
- Program review
- Publications and videos
- Awards and recognition programs





MIOSHA 10 Top Violations

Cannabis Industry

#10 PART 451 RESPIRATORY PROTECTION

1910.134(c)(2)



Where respirator use is not required. An employer may provide respirators at the request of employees or permit employees to use their own. Appendix must be provided.



\$3,600 in penalties



Cited 2 times



#9 PART 451 RESPIRATORY PROTECTIN

1910.134(e)(1)



The employer shall provide a medical evaluation to determine the employee's ability to use a respirator, before the employee is fit tested or required to use the respirator in the workplace.



\$ 0 in penalties



Cited 2 times

Appendix C OSHA Respirator Medical Evaluation Questionnaire (Mandatory)			
To the employer: Answers to questions in Section 1, and to question 9 in Section 2 of Part A, do not require a medical examination.			
To the employee: Your employer must allow you to answer this questionnaire during normal working hours, or at a time and place that is convenient to you. To maintain your confidentiality, your employer or supervisor must not look at or review your answers, and your employer must tell you how to deliver or send this questionnaire to the health care professional who will review it.			
Part A. Section 1. (Mandatory) The following information must be provided by every employee who has been selected to use any type of respirator (please print).			
1.	Today's date:		
2.	Your name:		
3.	Your age (to nearest year):		
4.	Sex (circle one):	Male	Female
5.	Your height:	ft.	in.
6.	Your weight:	lbs.	
7.	Your job title:		
8.	A phone number where you can be reached by the health care professional who reviews this questionnaire (include the Area Code):		
9.	The best time to phone you at this number:		
10.	Has your employer told you how to contact the health care professional who will review this questionnaire (circle one):	Yes	No
11.	Check the type of respirator you will use (you can check more than one category):		
	a.	N, R, or P disposable respirator (filter-mask, non-cartridge type only).	
	b.	Other type (for example, half- or full-facepiece type, powered-air purifying, supplied-air, self-contained breathing apparatus).	
12.	Have you worn a respirator (circle one):	Yes	No
	If "yes," what type(s):		

#8 PART 451 RESPIRATORY PROTECTION

1910.134(f)(1)



The employer shall ensure that an employee using a tight-fitting facepiece respirator pass an appropriate qualitative (QLFT) or quantitative (QNFT) as stated in this paragraph.



\$0 in penalties



Cited 2 times



#7 PART 700 AGRICULTURE

325.2442a(6)



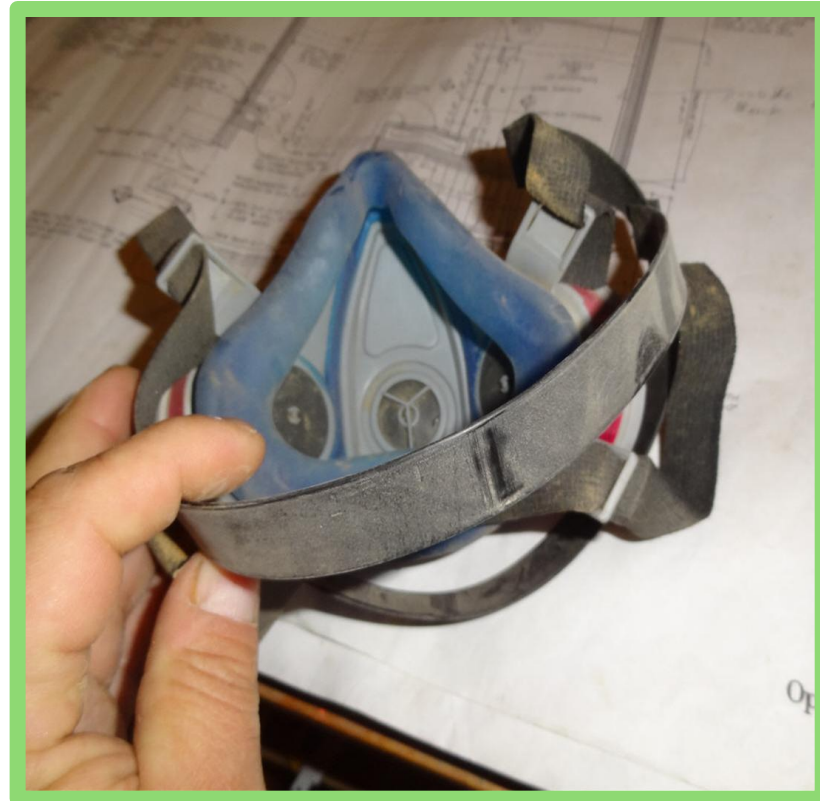
Equipment shall be stored to protect against dust, sunlight, heat, extreme cold, excessive moisture, or damaging chemicals.



\$0 in penalties



Cited 3 times



#6 PART 433 PERSONAL PROTECTIVE EQUIPMENT 1910.133(a)(1)



Eye and Face Protection



\$1,200 in penalties



Cited 3 times



#5 MIOSHA ACT 154

408.1014j



Signs throughout the workplace



\$0 in penalties



Cited 3 times

This Workplace Covered by the Michigan Right To Know Law

LARA
LICENSING AND REGULATORY AFFAIRS
CUSTOMER DRIVEN. BUSINESS MINDED.

SDS(s) For This Workplace Are Located At

Location(s) _____

Location(s) _____

Person(s) responsible for SDS(s) _____

Phone _____

Employers must make available for employees in a readily accessible manner, Safety Data Sheets (SDS) for those hazardous chemicals in their workplace.

Employees cannot be discharged or discriminated against for exercising their rights including the request for information on hazardous chemicals.

Employees must be notified and given direction (by employer posting) for locating Safety Data Sheets and the receipt of new or revised SDS(s).

When the employer has not provided a SDS, employees may request assistance in obtaining SDS from the:

Michigan Department of Licensing and Regulatory Affairs
Michigan Occupational Safety & Health Administration
General Industry Safety & Health Division
(517) 284-7750
Construction Safety & Health Division & Asbestos Licensing
(517) 284-7680
www.michigan.gov/miosha
MIOSHA/CET #2106 (Rev. 08/16)

MIOSHA
Michigan Occupational Safety
and Health Administration

LARA is an equal opportunity employer/program.

As Required by the Michigan Right To Know Law

New or Revised SDS

TO BE POSTED THROUGHOUT THE WORKPLACE NEXT TO THE SAFETY DATA SHEETS (SDS) LOCATION POSTERS

New or Revised	Receipt Date	Posting Date	Location of New or Revised SDS
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

LARA
LICENSING AND REGULATORY AFFAIRS
CUSTOMER DRIVEN. BUSINESS MINDED.

Michigan Department of Licensing and Regulatory Affairs
Michigan Occupational Safety & Health Administration
Consultation Education & Training Division
(517) 284-7720

Paid in part with
Federal OSHA funds.
MIOSHA/CET #2106 (Revised 08/15)
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MIOSHA
Michigan Occupational Safety
and Health Administration

For further information visit our website at:
www.michigan.gov/miosha

#4 PART 451 RESPIRATORY PROTECTION

1910.134(c)(1)



Written Program
Requirement



\$3,600 in penalties



Cited 3 times

Michigan Department of Labor and Economic Opportunity
Michigan Occupational Safety and Health Administration
Consultation Education and Training Division

Sample

(Insert Company Name)

Respiratory Protection Program

Program Administrator: **(Insert Name)**

Provided by:
**Michigan Department of Labor and Economic Opportunity
Michigan Occupational Safety and Health Administration
Consultation Education and Training Division
517-284-7720**

NOTICE:

The purpose of this document is to aid in the development of written programs related to respiratory protection. There is no regulation requiring that an employer use this exact format in setting up a respiratory protection program. In order to be in compliance with 1910.134 as adopted by the Michigan Occupational Health Standards Commission, an employer may use this or any other format that will satisfy all the requirements of the standard. This program is designed to be adapted to each individual employer's need; forms should be shortened, expanded, or duplicated as needed. It does not substitute for a full reading of the standard.

SP-5 (Revised 11/19)



Authority: P.A. 154 of 1974

#3 MIOSHA ACT 154

4081.1100(a)



All employers provide a workplace “free from recognized hazards that are causing or likely to cause death or serious physical harm.



\$6,300 in penalties



Cited 7 times



#2 PART 472 MEDICAL SERVICES & FIRST AID

325.47201(3)



Read and Refer to MIOSHA Eyewash /Shower Equipment Instruction



\$9,900 in penalties



Cited 8 times



#1 PART 92 HAZARD COMMUNICATION

29 CFR 1910.1200(e)(1)



Written Program
Requirement



\$14,800 in penalties



Cited 12 times

Michigan Department of Labor and Economic Opportunity
Michigan Occupational Safety and Health Administration
Consultation Education and Training Division

Suggested Format for a Written Hazard Communication Program

General

The following hazard communication program has been established for (company name) .
This program will be available for review by all employees.

Hazard Classification

Chemical manufacturers or importers shall evaluate chemicals they produced or import to classify the chemicals in accordance with the revised Hazard Communication Standard.

Effective June 1, 2015 - For each chemical, the chemical manufacturer or importer shall determine the hazard classes, and where appropriate, the category of each class that apply to the chemical being classified. This information will be placed in the Safety Data Sheet (SDS) and on the product label.

 (company name) will rely on SDSs obtained from product suppliers to determine which chemicals are classified as hazardous for employees.

Labeling

A. (name or job title) will be responsible for seeing that all containers entering the workplace from a manufacturer, importer or distributor are properly labeled.

B. All labels shall be checked for:

Occupational Safety and Health Standards Associated with the Cannabis Industry



Applicable Health Standards

- 1. Part 700 Agriculture**
- 2. Part 301 Air Contaminants for General Industry**
- 3. Part 380 Occupational Noise**
- 4. Part 430, Hazard Communication**
- 5. Part 433 Personal Protective Equipment**
- 6. Part 451 Respiratory Protection**
- 7. Part 472 Medical Services and First Aid**
- 8. Part 474 Sanitation**

Applicable Safety Standards

- 1. Part 2 Walking-Working Surfaces**
- 2. Part 6 Fire Exits**
- 3. Part 33 Personal Protective Equipment**
- 4. Part 39 Design Safety Standards for Electrical Systems**
- 5. Part 56 Storage and Handling of Liquefied Petroleum Gases**
- 6. Part 69 Compressed Gases: Acetylene, Hydrogen, Oxygen, and Nitrous Oxide**
- 7. Part 75 Flammable Liquids**
- 8. Part 85 The Control of Hazardous Energy Sources**
- 9. Part 92 Hazard Communication**

Overview of Cannabis Industry Workforce and Potential Hazards

Job	Duties	Potential Hazards
Administration	Responsible for day-to-day operation of the business. May include financial role, human resources and retail and store management	Ergonomics, walking working surfaces and workplace violence
Budtender	Sales representative who sells cannabis products	Sensitizers/allergens, ergonomics, walking working surfaces, ergonomics, workplace violence
Cultivator	Planting, transplanting, nutrient mixing and feeding, mixing and applying pesticides, cleaning, harvesting plants, drying plants	Chemical exposure, ergonomics, pesticides, mold, sensitizers/allergens, walking working surfaces
Edible Producer	Cooking, baking, packaging bottling and labeling cannabis products	Chemical exposure (burns), noise
Extraction Technician	Extracting cannabis concentrations	Machinery, noise, ergonomics, chemical exposure
Laboratory Technician	Operates laboratory equipment to determine cannabinoid and contaminant concentrations	Chemical exposure (pesticides, solvents), ergonomics, walking working surfaces
Maintenance	Facilities maintenance, equipment maintenance, HVAC	Elevated heights, electrical hazards, noise, chemical exposure, ergonomics, machinery, occupational injuries (cuts, lacerations...etc), walking and working surfaces
Transportation	May transport product or money between growing and retail facilities	Occupational injuries, workplace violence, walking working surfaces
Trimmer	Trimming, packaging, shipping, data entry, cleaning	Mold sensitizers/allergens, pesticides, ergonomics, occupational injuries (cuts), chemical exposure, machinery

Cannabis Resources

- [MIOsha - LEO and Economic Opportunity - Cannabis](#)
- [MIOsha Fact Sheet - Marijuana Industry - Potential Health and Safety Hazards](#)
- [Cal/OSHA - Cannabis Industry Health and Safety](#)
- [Oregon Cannabis Industry - A Seed to Shatter: A safety and health guide for cannabis growers, processors and retailers](#)
- [Centers for Disease Control- Workplace Safety and Health Hazards](#)



MIOsha Resources

Michigan Department of Labor and Economic Opportunity Michigan Occupational Safety and Health Administration

General Industry Safety and Health Division	517-284-7750
Construction Safety and Health Division	517-284-7680
Consultation Education & Training Division	517-284-7720
Standards Section	517-284-7790
Appeals Division	517-284-7711
Employee Discrimination Section	313-456-3109
Management Information System Section	517-284-7740
Fatality Hotline	800-858-0397
MIOsha Severe Injury Report Line	844-464-6742
Radiation Safety Section	517-284-7820

www.Michigan.gov/miosha

Michigan Safety Conference

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MIOSHA
Booth

#510 & #512

Enter for a Chance to Win!

**Sign up by filling out this card
with your name and email address.**

Name

Email Address



MIOSHA Training Institute • CET Events • MIOSHA News • MIOSHA Standards • Radiation Safety

11/22

Drawing will be Wednesday (4/16) at 11am.
Must be present to win.

Thank you.

Michigan Occupational Safety and Health Administration
Consultation Education and Training Division
525 W. Allegan Street, P.O. Box 30643
Lansing, Michigan 48909-8143

For further information or to request consultation, education
and training services, call 517-284-7720

or

visit our website at
www.michigan.gov/miosha

