

# **MIOSHA Update Michigan Safety Conference**

April 15, 2025

**Barton G. Pickelman, CIH**  
MIOSHA Director



Protecting the safety and  
health of Michigan workers  
for 50 years.

# **MIOSHA Mission**

Help Protect the  
Safety and Health  
of Michigan  
Workers!

# **MIOSHA Motto**

Educate Before  
We Regulate!





Bart Pickelman  
Agency Director



Dawn Jack  
Deputy Director

# MIOSHA Leadership



Appeals  
Section



Standards and  
FOIA Section



Tarah Kile  
Consultation  
Education and  
Training Division



Dan Maki  
Construction Safety  
and Health Division



Adrian Rocskay  
General Industry  
Safety and Health  
Division



Samantha Birsen  
Technical Services  
Division

# MIOSHA Basics



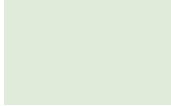
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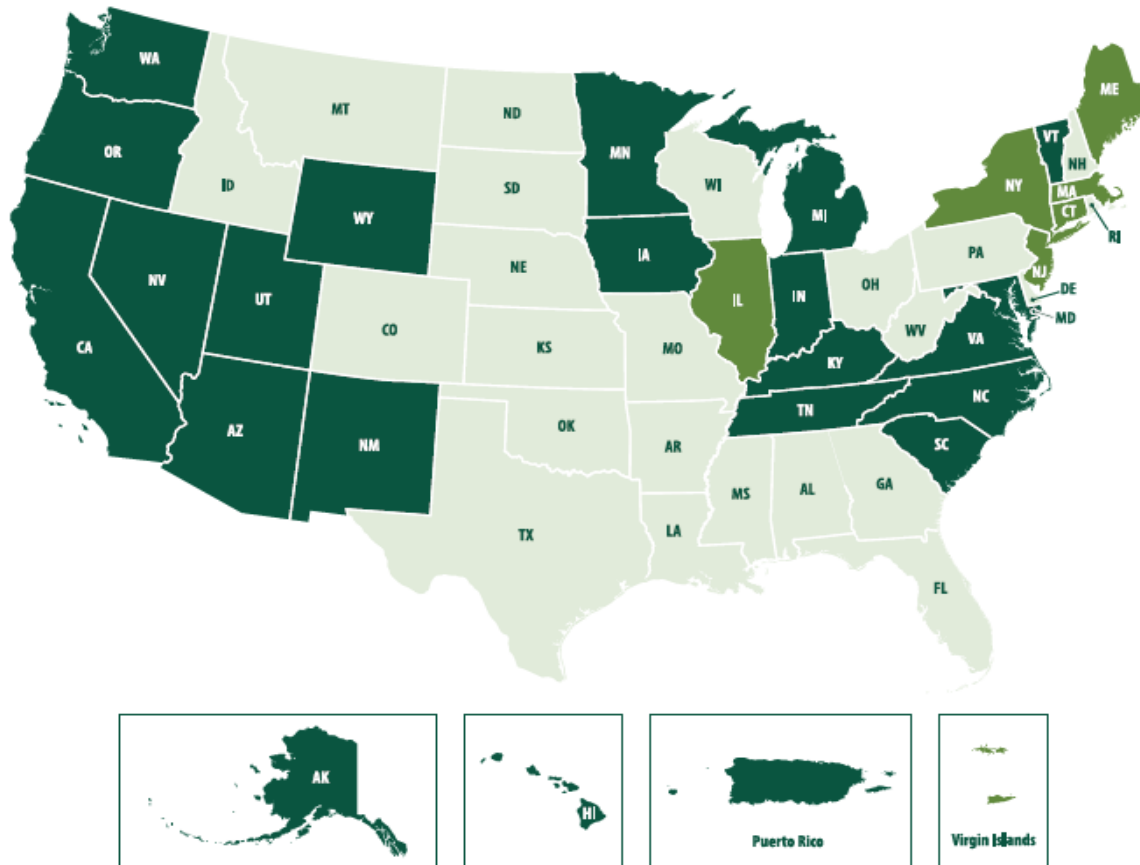


- **State Plan Program:**
  - One of 29 State Plans authorized by Federal OSHA
  - Must be “at least as effective as” Federal OSHA
  - Program covers **400,000 Michigan businesses** and **5 million+ Michigan workers**
- **State Plan Benefits:**
  - Flexibility/Accessibility/Accountability to Stakeholders
  - Broader Consultation Strategy – Additional State Funding
  - **Covers additional 600,000+ Michigan public sector workers that would not have protections under Federal OSHA**

# Federal OSHA vs State Plan Jurisdiction Map

## 29 Total State Plans

-  **22 Full State Plans (Private and Public Sectors)**
-  **7 Public Sector Only**
-  **Federal OSHA (Private Sector Only)**



<b>State Plan Programs Covering Private and Public Sectors</b>		<b>State Plan Programs Covering Public Sector Only</b> <i>(Federal OSHA covers private sector)</i>		<b>States Covered by Federal OSHA Private Sector Only</b>	
Alaska	New Mexico	Connecticut	Alabama	Montana	
Arizona	North Carolina	Illinois	Arkansas	Nebraska	
California	Oregon	Maine	Colorado	New Hampshire	
Hawaii	Puerto Rico	Massachusetts	Delaware	North Dakota	
Indiana	South Carolina	New Jersey	Dist. of Columbia	Ohio	
Iowa	Tennessee	New York	Florida	Oklahoma	
Kentucky	Utah	Virgin Islands	Georgia	Pennsylvania	
Maryland	Vermont		Idaho	Rhode Island	
Michigan	Virginia		Kansas	South Dakota	
Minnesota	Washington		Louisiana	Texas	
Nevada	Wyoming		Mississippi	West Virginia	
			Missouri	Wisconsin	

# Occupational Safety and Health State Plan Association (OSHSPA)

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- Continuing my term as Chair for two years
- Meet three times per year with OSHA
- Meetings rotate among the states
- Opportunity to discuss issues in State Plan and Federal OSHA states
  - Updates from OSHA Directorates – Enforcement, Training, Standards
  - Presentations from State Plans
  - Sharing of best practices and discuss new issues



# OSHSPA REPORT

2023



## Occupational Safety and Health State Plan Association (OSHSPA) Grassroots Report

- Published Annually
- Provides opportunity for each State Plan to highlight their programs
- Available on OSHSPA's website ([OSHSPA.org](https://www.oshspa.org))

GRASSROOTS  
WORKER  
PROTECTION

State Plan activities  
of the Occupational  
Safety and Health  
State Plan Association



# Federal OSHA Update

- **Lori Chavez-DeRemer – Secretary of Labor**
  - Confirmed by Senate on March 10, 2025
  - U.S. Representative from Oregon
- **David Keeling – Assistant Secretary of Labor**
  - Head of OSHA – Not confirmed yet
  - Safety executive for UPS and Amazon
- **Amanda Laihow – Deputy Asst. Sec. of Labor**
  - Currently “Acting” Assistant Secretary of Labor
  - Political OSHA Deputy
  - OSH Review Committee, National Assoc. of Manufacturers
- **Scott Ketchum – Deputy Asst. Sec. of Labor**
  - Career OSHA Deputy
  - Former Director of OSHA Enforcement Programs





# Federal OSHA

## Standards Update

### Proposed Rulemaking Stage

- **Heat Illness Prevention** – Receiving public comments
- **Emergency Response** – Over 16,000 public comments
  - 84% of emergency responders in state/local public sector
  - Federal OSHA has no jurisdiction in state/local public sector
- **Infectious Diseases** – Covers COVID +
- **Lock Out/Tag Out** – Computer based controls
- **Workplace Violence in Healthcare and Social Assistance**
- **Tree Care**

### Final Rule Stage

- **Hazard Communication** – GHS Update
- **Construction Personal Protective Equipment** – Must fit
- **COVID** – Withdrawn



# MIOSHA

## Standards Update

### Proposed Rulemaking Stage

- **Construction Part 25 Concrete**
  - Advisory Committee – January 2025
  - Public Hearing – Spring 2025
  - Clarified definitions, qualified/competent person, site access and layout, training

### Final Rule Stage

- **Hazard Communication – GHS Update**
- **Construction Personal Protective Equipment**
- **COVID – Withdrawn**



# What's New in MIOSHA



Protecting the safety and health  
of Michigan workers for 50 years.

- **MIOSHA is turning 50! (1975 – 2025)**
- **Maximum penalties to match Federal OSHA**
- **Michigan Auditor General (10 months)**  
**No Issues!**
- **Sixth Strategic Plan covering FY 2024 – 2028**



**Strategic Plans  
Started 1999**



## Strategic Goal #1




**Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.**

- **High-Hazard General Industry**
- **Construction DART Rate**
- **Fatality Trends**




## Strategic Goal #2

 **Promote employer and worker awareness of, commitment to, and involvement with safety and health to effect positive change in the workplace culture.**

- **MIOSHA Training Institute**
- **Cooperative Programs**
- **Connecting MIOSHA to Industry**



## Strategic Goal #3

 **Strengthen public confidence through continued excellence in the development and delivery of MIOSHA's programs and services.**

- **Comment/Suggestion Cards**
- **Fatality Response 1 Day**
- **Complaint Response 10 Days**



# MIOSHA

## Strategic Plan

### FY 2024 – 2028

## One Page Summary

3 Goals

13 Emphases

Many More Strategies

#### MIOSHA Goals for FY 2024-2028

Strategic Goal #1: Help assure improved workplace safety and health for all workers, as evidenced by fewer hazards, reduced exposures, and fewer injuries, illnesses and fatalities.

**1.1 Reduce by 2% a year (10% total for 5 years) the total incidence rate of non-fatal worker injuries and illnesses in high-hazard general industries and general industries showing emerging hazards:**

- Food Manufacturing (311)
- Wood Product Manufacturing (321)
- Plastics and Rubber Products Manufacturing (326)
- Nonmetallic Mineral Product Manufacturing (327)
- Primary Metal Manufacturing (331)
- Fabricated Metal Product Manufacturing (332)
- Machinery Manufacturing (333)
- Transportation Equipment Manufacturing (336)
- Hospitals (622)
- Nursing and Residential Care Facilities (623)

**1.2 Reduce the number of MIOSHA-covered general industry fatalities by 2% a year (10% total for 5 years).**

**1.3 Reduce by 1% a year over the 5 years (5% total for five years) the total incidence rate of non-fatal worker injuries and illnesses in the construction industry.**

**1.4 Decrease the number of fatalities in the construction industry (NAICS 23) by 1% a year over the 5 years (5% total for 5 years) by focusing on the four leading causes of fatalities:**

- Falls
- Electrocutions
- Struck-by
- Crushed-by/caught-between

Strategic Goal #2: Promote employer and worker awareness of, commitment to, and involvement with safety and health to effect positive change in the workplace culture.

**2.1 Promote safety and health programs (SHP) during 100% of MIOSHA visits. Evaluate the SHP during 100% of comprehensive consultative hazard surveys.**

**2.2 Increase awareness of and participation in the MIOSHA Training Institute (MTI). Increase MTI participants by 2% a year over the 5 years (10% total for five years) by marketing the MTI to targeted groups.**

**2.3 Increase participation in MIOSHA cooperative programs.**

The following cooperative programs will increase participation over the 5-year period by 5 new MVPP awards; conduct 50 (10 per year) promotions of MVPP; 5 new MSHARP awards; 5 new CET Awards (Silver, Gold, Bronze Certificate of Recognition, and Ergonomic Success); initiate 15 new Michigan Challenge Programs (MCP); conduct 200 promotions of the MCP; 5 new Alliances; and 10 new Partnerships.

**2.4 Connect MIOSHA to industry by increasing collaboration and communication to create collective ownership for workplace safety and health.**

Strategic Goal #3: Strengthen public confidence through continued excellence in the development and delivery of MIOSHA's programs and services.

**3.1 Foster a culture of integrity, inclusion, teamwork, and excellence to strengthen confidence in the delivery of MIOSHA services.**

**3.2 Respond to onsite complaints within an average of 10 working days of receipt by MIOSHA.**

**3.3 Respond to all MIOSHA-covered fatalities within 1 working day.**

**3.4 Use information technology (IT) and communication to better deliver MIOSHA services.**

**3.5 Help employers access resources and services to improve safety and health programs.**

# Cooperative Programs







- 
- **Best of the Best**
  - **Only 27 MVPP Companies**
  - Go beyond minimum standards
  - Great partnership opportunities
  - Mentor others





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## Formal Agreements

- Build cooperative relationships
- Exchange best practices
- Leverage resources to maximize worker safety and health protection
- Lower injury and illness rates



Partnership  
Program  
Started in 2004



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## Formal Agreements w/ Not-for-Profits

- Build cooperative relationships
- Exchange best practices
- Leverage resources
- Gain recognition as a proactive leader in safety and health





- **Over 35,500 Attendees**
- **Over 2,300 Total MTI Graduates**
  - Level I
  - Level II
  - Occupational Health
- **20 Co-Sponsor Locations**
- **Taught by MIOSHA Consultants**
- **Over \$29,000 in Scholarships Awarded in FY 2024 to 427 Students**
- **Almost \$520,000 in Scholarships** since FY 2011



**MTI Started in  
2007**

# MTI to Higher Education Degree Completion Program



GRAND VALLEY  
STATE UNIVERSITY

OAKLAND  
UNIVERSITY™



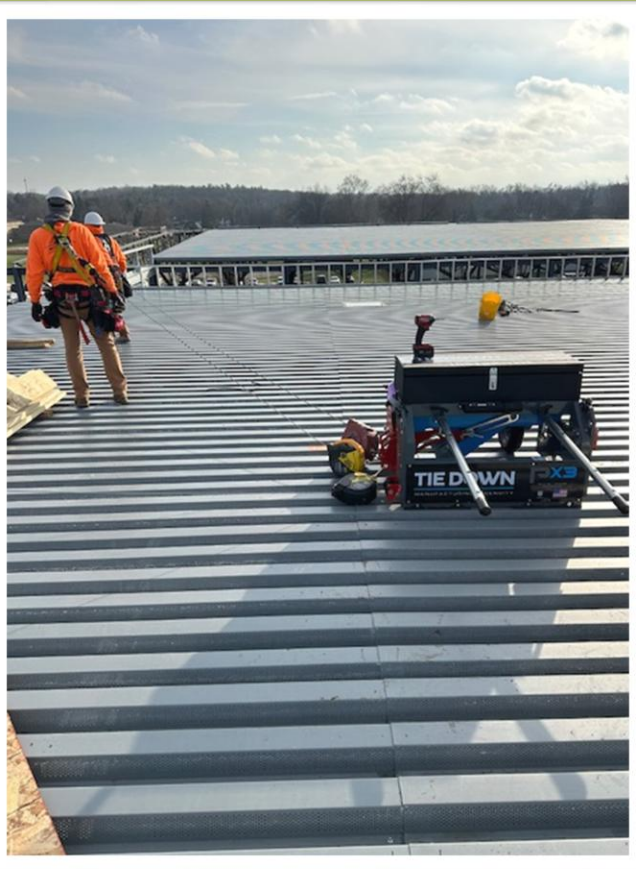
For more information call the MIOSHA Consultation Education and Training (CET) Division at 517-284-7720 or visit [www.michigan.gov/mti](http://www.michigan.gov/mti).



MTI to Higher  
Education  
Started in 2017

# MIWISH

## Michigan Worker Improvements to Safety & Health Grants



- **Matching reimbursement grant (\$5,000 maximum)** for the purchase of safety and health equipment and corresponding training
- **Small employers** (<250 employees) in **high hazard industries**
- **\$1,229,200** total invested in worker health and **safety** with employer overmatch in FY 2024
- **FY 2024 funding doubled to \$500,000**



# CET Grant Recipients FY 25

## \$870,000 Awarded to 18 Grantees



- **AFL-CIO of Michigan** – Safety training for manufacturing, construction, education, and local government sectors.
- **Alpena Community College** – Safety and health programs for healthcare, construction, manufacturing, and logging industries.
- **Associated General Contractors of Michigan** – Safety training on fall protection, crane rigging, scaffolding, and more.
- **Bay College** – Chainsaw and tree trimming safety training for forestry, landscaping, and clearing industries.
- **Center for Workplace Violence Prevention, Inc.** – Comprehensive violence prevention and personal safety training.
- **Corewell Health Lakeland Hospitals** – First responder safety programs, including CPR, AED, and bloodborne pathogen training.
- **Eastern Michigan University Organization for Risk Reduction** – Training on excavation hazards and exposure control.
- **Emergency Services Rescue Training** – Specialized farm emergency training for first responders.
- **Great Lakes Safety Training Center** – Arc Flash Awareness training for manufacturing and construction employees.

# CET Grant Recipients FY 25

## \$870,000 Awarded to 18 Grantees



- **Incompass Michigan** – Safety training for community rehabilitation organizations and workers with disabilities.
- **Lawrence Technological University** – Seminars on incident prevention and safety protocols in construction.
- **Michigan Green Industry Association (MGIA)** – Training on tree care safety and arborist practices.
- **Michigan Infrastructure and Transportation Association (MITA)** – Training on safety in heavy construction, including roadway work and trenching.
- **Michigan State University** – Safety toolkits and training for the agricultural industry.
- **Parents for Student Safety Employment Standards (PASSES)** – Safety training for students in trade programs.
- **United Auto Workers (UAW)** – Safety programs for small workplaces, young workers, and workers with language barriers.
- **University of Michigan Center for Ergonomics** – Customized ergonomics training and technical assistance.
- **Wayne State University** – Mental health awareness training for construction workers.



# Emphasis Programs

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- Federal OSHA initiates **National Emphasis Programs (NEP)**
- States Plan states like Michigan typically adopt NEPs to address national trends
- State Plan states also have the option of initiating **State Emphasis Programs (SEP)** to address statewide trends



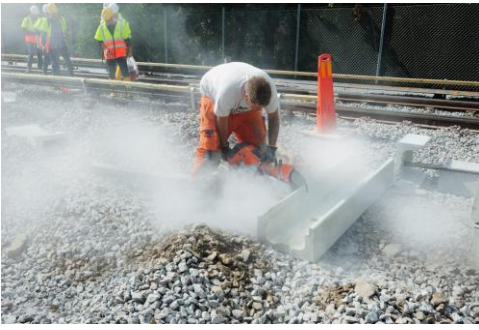
# National Emphasis Program – Trenching

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## MIOSHA Website

- Fatality Summaries
- Training Resources
- Related Standards
- Publications
- Other Resources



# State Emphasis Programs

- **Respirable Silica**
- **Heat Stress**
- **Oil & Gas Well Operations**
- **Cannabis Industry**

**Utilize MIOSHA CET Services!**



## Fall fatalities were decreasing but rose in 2022 and 2024, we will continue to focus on falls in the workplace!

- 2016 – 22 of 43 fatalities were due to falls (51%)
- 2017 – 15 of 38 fatalities were due to falls (39%)
- 2018 – 08 of 38 fatalities were due to falls (21%)
- 2019 – 11 of 38 fatalities were due to falls (29%)
- 2020 – 08 of 64 fatalities were due to falls (13%)
- 2021 – 04 of 42 fatalities were due to falls (10%)
- 2022 – 10 of 45 fatalities were due to falls (22%)
- 2023 – 07 of 36 fatalities were due to falls (19%)
- 2024 – 10 of 31 fatalities were due to falls (33%)
- 2025 – 02 of 05 fatalities were due to falls (40%)\*

\*Partial Year as of 4/2/25

# Consultation Education and Training (CET) Workplace Hazard Surveys



- **Free**, voluntary full or partial hazard survey, with **no fines or penalties**, to **ALL Employers**
- Employer agrees to correct serious hazards with help from MIOSHA consultants
- **Free** air and noise exposure monitoring
- Request a **CET Hazard Survey**  
[www.Michigan.gov/cetrca](http://www.Michigan.gov/cetrca)
- Use hazard survey findings to apply for the **MIWISH CET Grant Program** to make corrections (up to \$5,000)  
[www.michigan.gov/mioshagrants](http://www.michigan.gov/mioshagrants)



# Website Resources

- **Fact Sheets**
- **Sample Programs**
- **Ask MIOSHA Q&A**
- **Posters, Stickers**
- **Pamphlets**
- **Video Streaming**  
29,289 Streamed in FY 2024

## **NEW – Mental Health Resources**

**Mental Health Affects Workplace Health & Safety!**



# MIOSHA FY 24 Activities

## Consultation

982 Hazard Surveys

1,070 Consultations

## Enforcement

3,745 On-site Inspections

1,435 Off-site Letter Inspections



# Types of Inspections

- **Fatalities** – MIOSHA responds to workplace fatalities within 24 hours
- **Complaints** – Employees have the right to file a complaint if they feel unsafe
- **Referrals** – Government Agencies, Media, Employer Reported Injuries
- **Targeted Programmed** – High Hazard Industries, New Trends (Falls, Cave-ins)



## Enforcement Inspections



# MIOSHA FY 2024 Activities

## Top 10 Standards Cited

Does not include other-than-serious violations



Standard Cited	Times Cited	Instances	Initial Penalties
Parts 42/92/430, Hazard Communication Program	165	237	\$204,300
CS Part 1, Accident Prevention Program	145	151	\$57,300
GI Safety Part 85, The Control of Hazardous Energy Sources	136	217	\$1,012,500
CS Part 25, Residential Fall Protection	133	173	\$149,800
GI Part 472, Eyewash Safety Shower	129	148	\$145,460
CS Part 6, Hardhats	112	122	\$107,400
CS Part 1, First Aid Training	108	112	\$18,620
CS Part 6, Face & Eye Protection	76	83	\$42,100
GI Part 85, LOTO Training	68	102	\$62,400
Parts 42/92/430, Hazard Communication Training	60	87	\$78,500



# Significant Case Summary

## Lithium-Ion Battery Design and Manufacturer

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- **\$175,000**
- 2 Inspections resulting from an employee complaint
  - **8 Serious**
  - **2 Willful**Energy Control Procedures



# Significant Case Summary Adhesive Producer

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- **\$468,000**
- 4 Inspections resulting from an explosion and subsequent fire
  - **14 Serious**
  - **6 Willful**  
Process Safety Management & Flammable Liquids
  - **2 Other-Than-Serious**



# Significant Case Summary In-Patient Psychiatric Facility

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- **\$290,000**
- 3 Inspections resulting from a follow-up for abatement verification
  - **3 Failure-To-Abate Serious**
  - **1 Failure-To-Abate Willful**  
Workplace Violence General Duty
  - **1 Other-Than-Serious**



# Significant Case Summary Frozen Food Manufacturer

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- **\$147,000**
- 1 Inspection resulting from a reportable incident investigation
  - **1 Serious**
  - **4 Repeat-Serious**  
Guarding & Lockout
  - **1 Other-Than-Serious**



# National Workers Memorial Day April 28<sup>th</sup>

- A day to remember and honor workers who have died on the job
- Reminder of why workplace safety and health is important!
- **31** MIOSHA covered fatalities in 2024





# MIOSHA Fatality Information 2022

## 45 Total Fatalities

- 13 Struck By/Against
- 11 Falls
- 5 Crushed
- 5 COVID
- 4 Caught-in/between
- 2 Cave-in
- 2 Homicides
- 1 Burn
- 1 Electrocution
- 1 Inhalation (Carbon Monoxide)



# MIOSHA Fatality Information 2023

## 36 Total Fatalities

- 19 Struck By/Against
- 7 Falls
- 4 Electrocutions
- 3 Caught-in/between
- 3 Inhalation (CO, Legionnaires, Blastomycosis)





# MIOSHA Fatality Information 2024

## 31 Total Fatalities

- 13 Struck By/Against
- 9 Falls
- 2 Explosion/Fire
- 2 Asphyxiation
- 1 Electrocution
- 1 Heat Related
- 2 Blood Clots
- 1 Crushed By




# MIOSHA Fatality Information 2025

## 5 Total Fatalities\*

*\*As of 4/2/25*

- 2 Falls
- 1 Inhalation
- 1 Struck By
- 1 Cave-in

# MIOSHA Fatality Information GovDelivery and Website



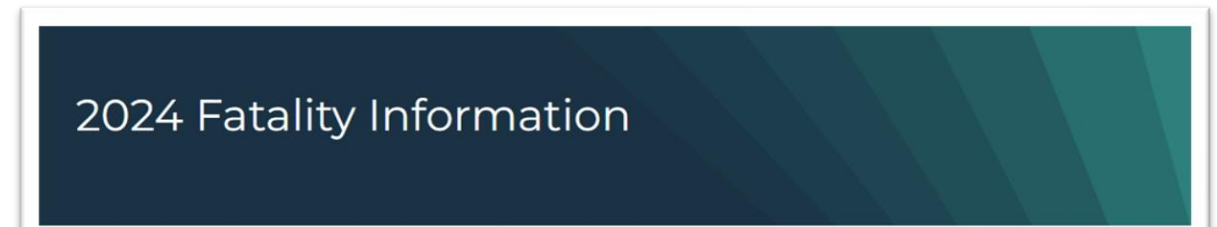
**MICHIGAN WORKER DEATH NOTIFICATION**

The information below shares **preliminary details** about the **2nd Michigan worker death of 2025** reported to the Michigan Occupational Safety and Health Administration (MIOSHA), which is believed to be covered by the MIOASH Act. Employers and employees are urged to use extreme care and safety diligence in all work activities. The description reflects information provided to MIOSHA at the initial report of the incident and is not the result of the official MIOSHA investigation. To report fatalities/catastrophes, call MIOSHA at 800-858-0397.

If you need help or assistance in ensuring your workplace is safe, MIOSHA is here with resources to help. The Consultation, Education and Training (CET) Division provides workplace safety and health training and consultations to employers and employees throughout Michigan free of charge. Contact CET today at 800-866-4674 or submit a request online at [www.michigan.gov/cetrca](http://www.michigan.gov/cetrca).

Every life is precious. Our mutual goal must be that every employee goes home at the end of every shift.

<u>Fatality Number</u>	<u>Date</u>	<u>Occupation</u>	<u>Age</u>	<u>Type of Injury</u>	<u>Description</u>	<u>Incident Location (City)</u>
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2024 Fatality Information

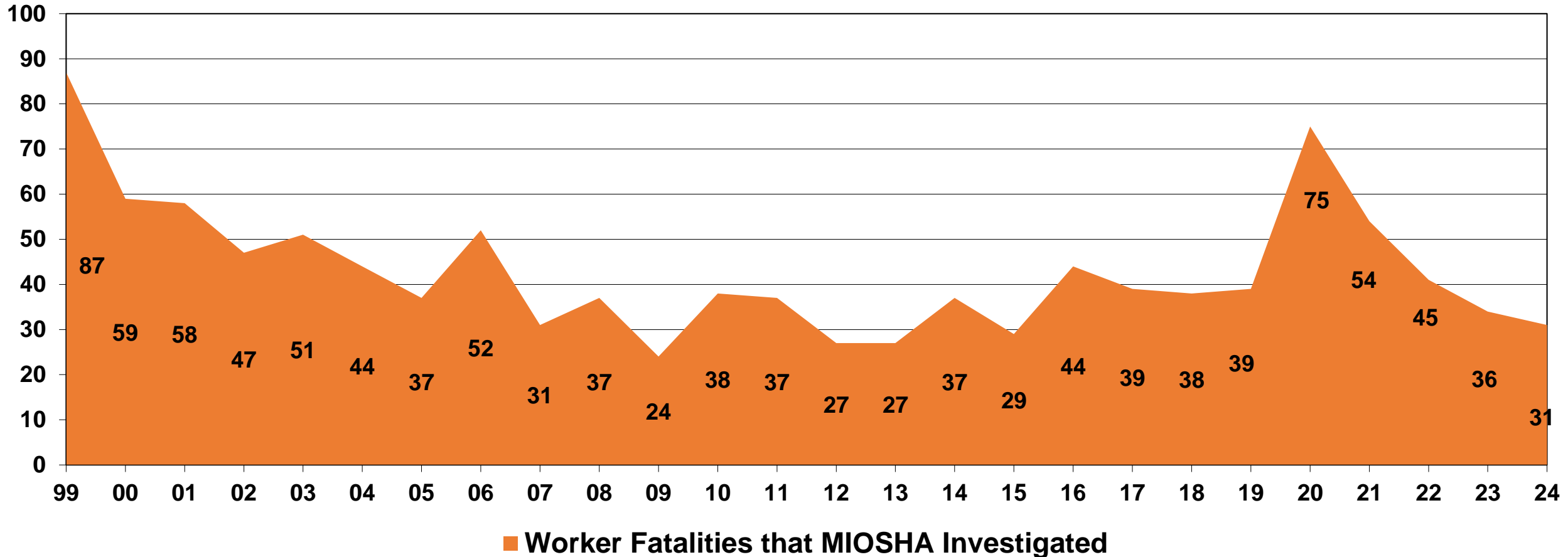
Bureaus & Agencies > Michigan Occupational Safety and Health Administration > Resources > Data and Statistics > Previous Year Fatality Information > 2024 MIOSHA Fatality Information

Use the information in this table to build hazard awareness and prevent risk for similar occurrences in your workplace. This table shares **preliminary details** about many of the fatalities reported to the Michigan Occupational Safety and Health Administration. These descriptions reflect information provided to MIOSHA at the initial report of the incident and are not the result of the official MIOSHA investigation.

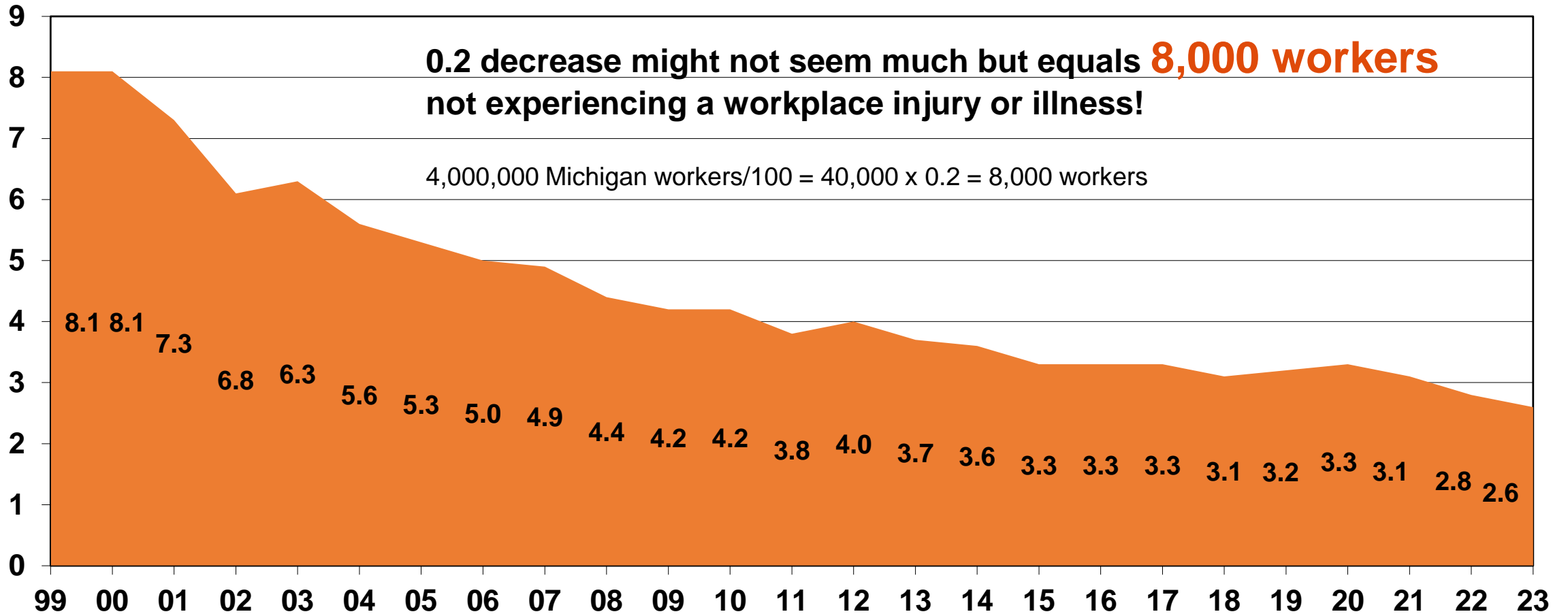
When available, [MIFACE](#) Summaries of MIOSHA Inspections will be included at the end of the description.

FATALITY NUMBER	DATE	OCCUPATION	AGE	TYPE OF INCIDENT	DESCRIPTION	INCIDENT LOCATION (CITY)
1.	1/9/2024	Assistant Yard/Receiving Manager	26	Fall (from elevation)	On January 9, 2024, a 26-year-old assistant yard/receiving manager was stocking merchandise with the use of an order picker truck. At some point during the task, the employee fell from the lift approximately 20 feet to the adjacent walking-working surface. The employee was transported to a local hospital and later succumbed to the injuries sustained from the fall.	Ionia

# MIOSHA Program-Related Fatalities



# Michigan Injury & Illness Rates Private Sector (U.S. BLS data)



■ Rates per 100 full-time workers

# Stay Connected



Protecting the safety and health  
of Michigan workers for 50 years.

- **MIOSHA News** – sent and available online quarterly
- **MIOSHA eNews** – sent and available monthly
- **MIOSHA GovDelivery Emails**  
Sign up at [www.Michigan.gov/MIOSHA](http://www.Michigan.gov/MIOSHA)



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# Michigan Safety Conference

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with your name, phone, and email address.

\_\_\_\_\_

Name

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

4/24

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

# 2024 MTI Graduates

- Jason Barrett, EH&S Specialist
- Aaron Benkert, ED&S Specialist
- Josh Braden, Value Stream Team Leader
- James Cassel, Fire Safety Inspector
- Gabe Forkel, Apprenticeship Specialist
- Dan Harshbarger, Customer Support/Safety Coordinator
- Gregg Hemme, Environmental Health & Safety Specialist
- Lindsay Kistanis
- Michael Kurkowski, Health Safety & Environmental Manager
- James Malane, Environmental Health & Safety Coordinator
- Gordon Nobach, Operations & Compliance Manager
- TJ Richardson, Program Administrator
- Joe Schemonia, Safety Manager
- Ron Trachet, Regulation Agent
- Michael Tice, Safety Coordinator/Shipping Manager
- Gary Weidman, Quality Assurance/Safety Manager



**168 Total MTI  
Graduates in 2024**



The MIOSHA Training Institute  
*takes pleasure in presenting this*  
**CERTIFICATE OF ATTENDANCE**  
*to*  
*for your active participation in*



# MTI Testimonials

**“I will say I have really learned a lot from these courses. I have finished Level 1 & 2 General Industry and Occupational Health. When I started, I was new into the field from Health Care. These courses have been an integral part in my training and education.**

**Thank You!”**



**Shelby J. Smith**  
**KAMAX, Inc.**



# MTI Testimonials

*“I have participated in the MIOSHA Training Institute program for a few years now and it never disappoints! I have received five certificates from MTI and there are still opportunities to learn and engage in this incredible program. I have learned more about our health and safety standards and ways of improving safety processes with the goal of creating a total safety culture at my workplace. I have always appreciated the scholarship program as it is such a value! I highly recommend any company to participate in this program as we should all be focused on keeping our people safe and providing them with the tools and processes to do so. The MIOSHA MTI program helps us to do this! Safety is personal and is a value that we must all own! Thank you, MIOSHA Training Institute, for providing this great opportunity for all!”*



**Gregg Hemme**  
Crest Marine



**Thank you For Making a  
Difference in  
Safety and Health!!**



Protecting the safety and  
health of Michigan workers  
for 50 years.