

LMAC Safety Committee

February 20, 2014

Committee members present: Don Judge, Al Smith, Riley Johnson, Leah Tietz, Lance Zanto

Other present: Berke Brown, Kristine Shields, Georgiana Gulden, Diana Ferriter, Bryan Page, Anne Wolfinger, Tammy Lynn, Employment Relations Division; Kirk Smith, Montana State Fund; Thom Danenhower, MMIA; Robyn Morrison, WSMT

The minutes approved. The agenda was modified and approved.

Becoming a State-Based OSHA

Bryan reported on Washington State's state-based OSHA program:

- WA has more visits/inspections than federal counterparts
- WA fines are lower than federal fines because they're set by state statute
- State gets to keep OSHA fines and can choose how they are used; WA puts fines in a fund to assist widows and children
- Start with public entities
- In MT, consultation and compliance is done by the same staff; are doing a reorg and have different staff do consultation from the ones who do compliance
- OSHAPA—22 states self-run
- OSHCON—consultation

The committee discussed the process:

- Bryan and Tammy explained the state's congressional delegation has to lobby Congress for additional funding to go into OSHA funding
- OSHA seems very interested now in states pursuing the public entity option
- It is a multi-level process and some states choose not to seek the final approval (NV, WA)
- Tammy said some of the benefits to being a state-based OSHA were it frees up consultation activities to be more MT-specific; allows staff to be more pro-active and provide more outreach; allows us to look at the data and plan specifically for Montana instead of taking OSHA direction on 13 national emphasis area
- Thom asked if any other states were using fine money to fund safety education (like WSMT); George pointed out NV had made a point of not using fines to fund their OSHA programs
- George reported Maine is also looking into becoming state-based

The committee discussed how to communicate the concept of a state-based OSHA program:

- Riley expressed concern that this could appear to the Legislature like a more restricting power grab by the state and we would need to show the benefits, not more restrictions and more fines
- Diana said it was important to share with Legislature what is happening currently with OSHA; Riley added that the federal OSHA program isn't working well now, given our safety rates
- Riley said we must emphasize having a consultation program that automatically doesn't go into fines (OSHA now required to fine)
- George said one advantage of a state-based OSHA is the requirement for a fines appeal process as part of state system

- Thom asked if premium rates go down in state-based states and talked about the importance of data for the Legislature
- Al suggested getting contact names from the states with state-based OSHA programs
- Tammy suggested getting one or two staff to the OSHAPA conference

LMAC Safety Committee Working Group Report

The working group met twice since the last safety committee meeting. Don thanked Leah and Bryan for their work on the draft brochures.

- Five brochures: students, parents, educators, administrators, employers; Leah explained the drafts:
 - Placeholder pictures
 - “\$afety \$mart” may be trademarked
 - Looking for quotes for employer brochure
 - Would like some professional marketing help
 - Better slogan?
 - What works for the specific audiences?
- Purpose: the brochures would be used as a marketing tool; the committee defined the purpose as marketing the OSHA 10-hour classes
- Production and Further Design
 - Diana said there was some funding left with Partners Creative contract which could be used for design work
 - Diana will also explore the possibility of having ERD graphics and web design staff work on the brochures
 - Tammy suggested getting feedback from students on a draft brochure by setting up a focus group
 - The group agreed on the advantage of having both print and electronic delivery of the brochures
- Distribution
 - The committee discussed getting help from Riley (NFIB) and the Chamber to push it from the employer side
 - Don said he could approach the Washington Corporation
 - Montana State Fund was mentioned as a possible sponsor
 - Don reported he spoke with Bob Vogel of MSBA, who is interested in participating
 - Kirk mentioned the MSF “No Jack” website which targets the younger crowd; it was presented to schools but probably hit a wall getting into the schools
 - Other ideas included student organizations and vocational education groups

Don said the workgroup has discussed providing OSHA train-the-trainer courses for the 10-hr class and the present time demand of the Common Core training effort in the schools.

LMAC-Safety Outreach

The Safety Committee held a general discussion of LMAC-Safety Outreach handout (attached). The discussion included:

- Getting employers to take the 10-hour class themselves
- Tailoring the training:
 - Combining the 10-hour class with OSHA consultation
 - Kristine said there are 14 NAIC groups for tailoring training

- Lance said the State of MT as an employer has every type of occupation for viewing and subsequently tailoring training
- Thom said public entities have the same need as Riley’s employers for safety training but they also have competing needs
- The challenge of outreach to the small employers in MT, and the pros and cons of the 10-hour training, with or without certification
- The advantages and disadvantages of different training modalities (onsite, live webinar, recorded webinar, etc.); some online training already available for a price; maybe the State could enter into a license agreement for existing materials
- 10-hour training as a good niche for WorkSafeMT

Other Business

The committee briefly discussed following up on the idea of requiring safety standards in Montana state contracts, and if this could be put into place through the administrative rules process.

Next Steps

Get information from more states (including “red” states) End of the year reports for state-based states Staffing, salaries (competitive with feds?)	Bryan and staff	
Get contact names in state-based OSHA states	Bryan and staff	
Prepare a preliminary draft report and develop a draft 6 th brochure for public entities	Bryan and staff	3/3/2014
Find out about availability of ERD staff resources	DF	
Another draft of the five brochures	Working group	Thursday, 2/27, 4:00
Additional comments/suggestions to Don regarding LMAC-Safety Outreach	Safety Committee and interested parties	Friday, 2/28
ERD (and MSF) discuss how to provide consultation and 10-hour training for lay persons (employers)		
Contact Department of Admin re: requiring safety standards in state contract award process	Lance	3/3/14

Next Meetings

Safety Committee workgroup, Thursday, February 27, 4:00 pm, Red Atlas coffee shop

Safety Committee, Monday, March 3, ERD 2nd floor conference room

LMAC- Safety Outreach

Education-Training

H.S. and 2-Year Colleges

Build on Successes

#1 Offer Train-the-Trainer for OSHA 10-Hr construction and OSHA 10-hr general

industry (Timeline: Immediate)

- a Existing teachers/instructors
 - Offer CEUs (any potential tie to credit through MTTech?)
 - Identify potential for selling their credential to industry as side revenue source
 - Provide curriculum, materials

#2 DLI continue to expand their 10-Hr classes to these H.S. and 2-year craft/technical/vocational classes and expand the T+T

(Timeline: Immediate-near future)

Expand Reach

#3 Sell the value of OSHA 10-Hr Construction and/or Gen'l Industry and explore ways to integrate safety/work camp awareness to the Jobs for MT Graduates Program. (Timeline: Near future)

#4 Sell the value of OSHA 10-Hr Construction and/or Gen'l Industry and explore ways to integrate safety/work camp awareness to the PAL programs. (Timeline: Near future- 12- 24 mos.)

#5 Explore ways to integrate safety/work camp awareness in core classes too.

Offer Safety /Risk Management/Work Camp modules (possibly OSHA 10-hrs) at H.S. professional development opportunities. (Timeline: Near future- 12-24 mos.) (Does Shawn Bubb's program already do this?)

#6 Sell the value of OSHA 10-Hr Gen'l Industry to the H.S. and 2-Yr Business/Economics and Health Science instructors and DLI offer to teach the courses and/or to put in touch with local trainers. Expand to other areas as resources allow. (Timeline: further- 24-36 mos.)

#7 Sell value and make presentations and/or 10-Hr available to associated clubs and organizations, such as: 4H, FFA, Skills USA, DECA, BPOE Green Teams, Honors Society etc. (Timeline: further- 24-36 mos.)

4- Year Colleges

#8- Survey Internship/Co-Op, Job Placement departments to identify how to collaborate to offer OSHA 10-Hr classes to students prior to internship placement. **(Timeline: further- 24-36 mos.)**

#9- Survey instructors in 4-Yr Business, Engineering, Health Sciences and Public Policy programs to ascertain what classes, if any, address safety/risk management/work comp. **(Timeline: further- 24-36 mos.)**

#10- Identify courses within these 4-Yr disciplines where safety/risk management/work compare not included, but could reasonably integrated to add value to the course. **(Timeline: further- 24-36 mos.)**

Management Leadership Montana and Leadership [City] programs. Explore potential to build a safety/risk management/work camp module suitable for these programs (perhaps in team with UM Bureau of Business and Economic Research-BBER). Team with Chamber others etc. **(Timeline: Immediate-24 mos.)**

MT Ambassadors?