

REPORT TO THE GOVERNOR

PURSUANT TO 820 ILCS 219/1-925

ANNUAL GOVERNOR'S REPORT

January 1, 2024 through December 31, 2024

BIENNIAL LEGISLATURE'S REPORT

January 1, 2024 through December 31, 2024

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FEBRUARY 2025

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I. HISTORY & BACKGROUND

The Illinois Department of Labor (IDOL), Division of Occupational Safety and Health (Division) operates under the provisions of the Illinois Occupational Safety and Health Act, 820 ILCS 219 *et seq.* Annually, the Division receives funding from two federal grants, OSHA 23(g) Enforcement Program (Enforcement) and OSHA 21(d) On-Site Consultation Program (Consultation).

ENFORCEMENT

Illinois has had an occupational safety and health enforcement program, formerly known as Safety Inspection and Education, in place since 1985 to ensure safe and healthy working conditions for Illinois public sector employees. From 1985 to 2009 program operating costs were solely state funded. On September 1, 2009, the U.S. Department of Labor OSHA (OSHA) approved IDOL to become a developmental State and Local Government Plan (SLGP) for public sector worksites. Under OSHA's SLGP, States develop and operate their own safety and health programs, which must be at least as effective as OSHA and are eligible for up to 50 percent matching funds for operating costs. On February 28, 2024, IDOL applied for full certification as a SLGP. (More information regarding the status of the SLGP application is on page 19.)

Initially the program operated under the provisions of the Safety Inspection and Education Act, 820 ILCS 220, and the Health and Safety Act, 820 ILCS 225. As of January 1, 2015, the Acts were combined into the current Illinois Occupational Safety and Health Act (Act), 820 ILCS 219, and the program name was changed to IL OSHA. The Act authorizes the enforcement of standards (General Industry, Construction, and Maritime Industries) identical to those federal standards adopted by OSHA.

Any public employee has the right to file a hazardous working condition complaint with IL OSHA. IL OSHA inspectors also conduct Programmed Planned Inspections (PPIs) in high-hazard sectors, respond to worker complaints, and investigate serious incidents, including fatalities. A strong enforcement presence establishes an effective deterrent for public sector employers who fail to meet their occupational safety and health responsibilities.

CONSULTATION

In 1975, the United States Congress began funding the voluntary, employer driven On-Site Safety and Health Consultation program, and by 1980, all 50 States had a program. *See* 29 CFR 1908. The Illinois On-Site Safety and Health Consultation Program (Consultation) is an integral part of the Division. Primarily targeted to private sector, small to medium size employers in high-hazard industries, this no-cost safety and health consultation service is completely separate from enforcement and does not issue penalties or citations. On October 1, 2011, Consultation expanded its services to include public sector employers.

Consultation is funded 90% by OSHA and 10% by State matching funds. Services are provided through on-site and virtual visits, which are initiated by an employer making a consultation request.

Services include, but are not limited to, helping private and public employers identify safety and health hazards, control or eliminate hazards, establish or improve a workplace safety and health program, and better understand all requirements of applicable federal and/or state standards. Additional services, hazard-specific training, partnership development, and other safety and health related presentations and activities are arranged through management and presented by the Marketing and Outreach Coordinator, supervisors, and consultation team.

II. MISSION STATEMENT

The mission of IL OSHA is to ensure safe and healthy working conditions by setting and enforcing standards and providing training, outreach, education, and assistance to employers and employees throughout Illinois.

The Division's mission is accomplished by:

- Improving workers' knowledge of safety and health by informing them of their rights to participate in all inspections/investigations/visits/training activities and by encouraging workers to report potential hazards without fear of retaliation from their employer.
- Establishing, adopting, maintaining, and enforcing standards that reduce hazards in the workplace.
- Encouraging employers and employees to recognize and reduce safety and health hazards in the workplace through education and training opportunities.
- Conducting inspections without advance notice.
- Investigating work-related incidents involving public sector employees that resulted in the loss of an eye, amputation, in-patient hospitalization, or death of one or more employees.
- Acting as a resource for occupational safety and health issues.
- Oversight of whistleblower discrimination investigations in accordance with the Whistleblower Investigation Manual.
- Ensuring that staff maintains and enhances professional standards of the Division by participating in continuing education courses at the OSHA Training Institute(OTI).
- Providing consultation services to help public and private employers identify safety and health hazards, control or eliminate hazards, establish, or improve workplace safety and health programs, and understand all requirements of applicable federal and/or state standards.

III. VISION

The vision for IL OSHA is to be a leading occupational safety and health resource for employers and employees in the public and private sector. This vision is and can be realized through timely, practical, useful, courteous, and professional services, all of which is built on the premise that occupational deaths, injuries, and illnesses can be prevented.

The Division focuses on:

- State and local agencies having effective, self-sufficient occupational safety and health programs that exceed standard requirements.
- Innovative concepts and strategies that will be used to increase awareness and stakeholder participation in occupational safety and health matters.
- Education, technical support, and consultation activities that will provide learning opportunities to enable state and local agencies to become more proactive in addressing occupational safety and health issues.
- Developing and implementing information technology improvements to better meet the needs of customers.
- Maintaining a professional team committed to being the State's resource for promoting safety and health in the public and private sector work force.

IV. ILLINOIS PUBLIC SECTOR DEMOGRAPHICS

The public-sector constituency covered under the Illinois Occupational Safety and Health Act, 820 ILCS 219, includes over 8,500 units of government¹ with an estimated 763,440 public employees in Illinois.²



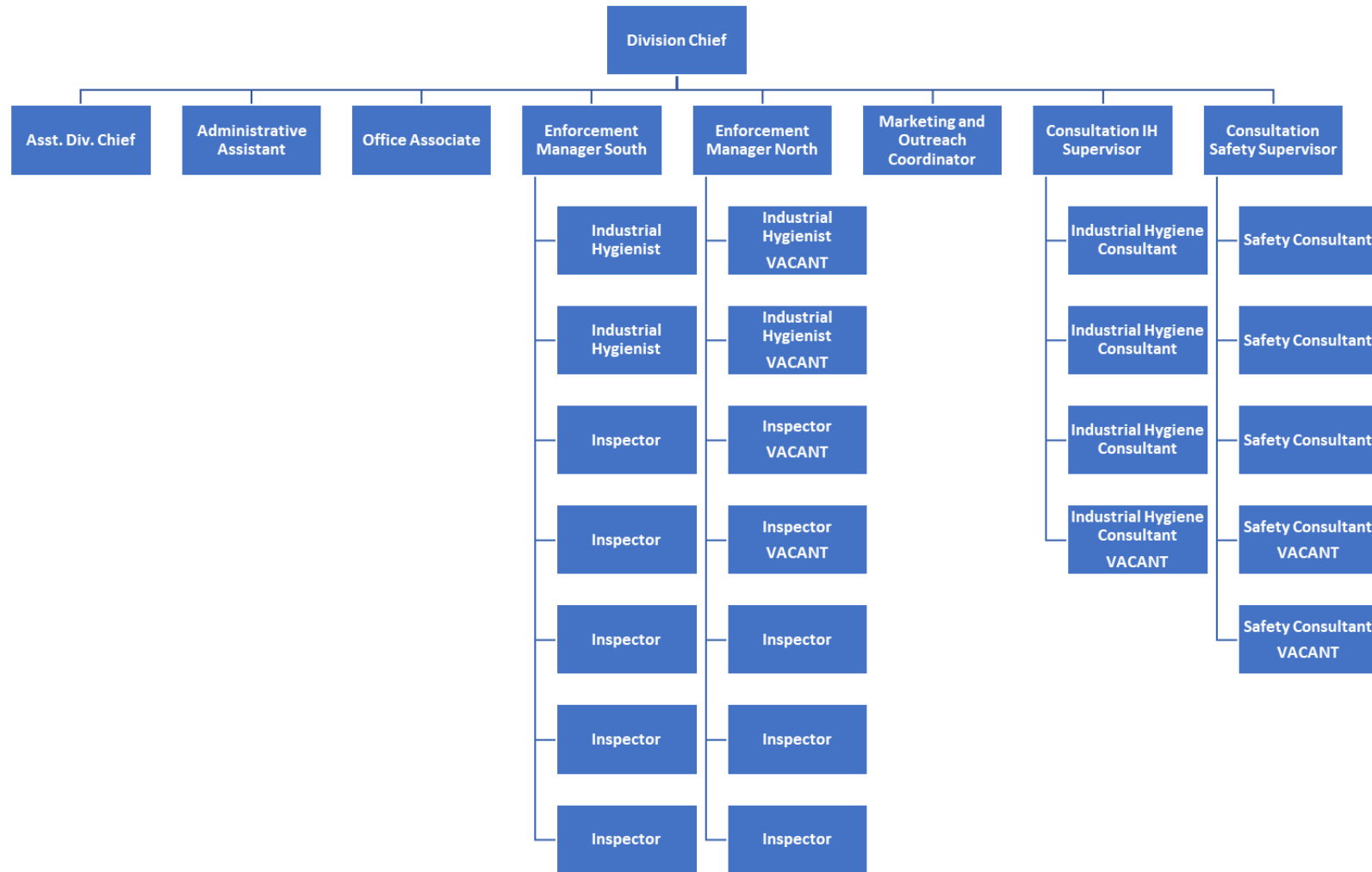
¹ Data source: Illinois State Comptroller, types of local governments, July 2023.

² Data Source: US Census Public Sector Annual Survey and Census of Governments, 2023.

V. ORGANIZATIONAL CHART

Fully staffed, the Division employs 32 professionals. This includes one Division Chief, one Assistant Division Chief, four Supervisors, one Marketing Coordinator, 10 Safety Inspectors, four Industrial Hygiene Inspectors, five Safety Consultants, four Industrial Hygiene Consultants, and two office support staff.

The Department's senior leadership, human resources, and the Division's leadership recognize and have actively worked to fill the large number of vacancies the Division endured in past years. This chart reflects the Division in December 2024 with seven vacancies.



VI. DIVISION ACTIVITIES



ENFORCEMENT

IL OSHA's system for conducting inspections is designed to allocate limited resources as effectively as possible to ensure that maximum protection is provided to state and local government employees. Inspections are scheduled and prioritized by unprogrammed and programmed with priority given to unprogrammed inspections.

Unprogrammed Inspections

Unprogrammed inspections are conducted in response to alleged hazardous working conditions identified at a specific worksite. Inspections are prioritized by imminent danger, fatality, non-fatal incident, complaints, referrals, follow-up, and monitoring.

Programmed Inspections

Inspectors could not possibly inspect every unit of government every year, and certainly could not inspect every establishment within those units of government. Therefore, a Site-Specific Targeting (SST) plan was developed to direct enforcement resources on four state and local government sectors. These operations incur a high percentage of reportable incidents and perform activities that can be regulated through standards adopted by and rules promulgated under the Act.

- 237310 – Road Maintenance/Construction (e.g. street or highway depts., road/bridge districts)
- 922160 – Local Fire Protection (e.g. fire depts., fire districts)
- 221310 – Water Supply/Distribution (e.g. water depts., water districts)
- 221320 – Sewage Treatment (e.g. sewer depts., wastewater treatment plants, sanitary districts)

Reportable incident data is collected by using the OSHA Information System (OIS). Periodic tracking and analysis of the data helps IL OSHA achieve its goal of reducing the number of injuries and illnesses that occur at state and local government establishments and by directing enforcement resources to inspect where the most serious injuries are likely to occur. See table 1.0 for inspection activity.

TABLE 1.0 – TOTALS BY ENFORCEMENT INSPECTION ACTIVITY

ACTIVITY BY YEAR	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
UNPROGRAMMED INSPECTIONS										
Complaint	83	43	52	41	42	12	17	17	16	40
Fatality	9	4	4	7	4	3	27	6	7	6
Follow-up	20	27	5	0	7	3	16	7	33	43
Monitoring	1	3	3	0	0	1	5	0	7	15
Non-Fatal Incident (amputation, loss of eye, inpatient hospitalization)	33	42	37	31	26	21	6	13	11	16
Referral	8	12	4	5	2	4	6	11	8	38
PROGRAMMED INSPECTIONS										
Planned	394	279	140	91	208	199	354	242	244	279
TOTALS	548	410	245	175	289	243	431	296	326	437



CONSULTATION

Because consultation is a voluntary activity, an employer must request a visit through the website worksafe.illinois.gov, by calling 800-972-4216, or by e-mailing DOL.consultation@illinois.gov. Once the request is received, a consultant will contact the employer to discuss their specific needs.

Consultations are either limited or comprehensive in scope and are categorized as initial visit, training and education, or follow-up. See Table 1.1 for Consultation visit activities.

Continued Marketing Efforts

In 2024, the Consultation Program focused on developing relationships with partners, including federal OSHA area offices in Illinois, to ensure accurate and targeted marketing towards private sector, small employers in high-hazard industries. The Program found that federal OSHA as well as other state agencies had outdated and inaccurate information about the free, on-site consultation process.

TABLE 1.1 CONSULTATION VISIT ACTIVITIES

ACTIVITY BY YEAR	2016	2017	2018	2019	2020	2021	2022	2023	2024
Initial Visits	300	252	240	217	129	205	194	279	267
Training & Assistance Visits	4	4	5	4	1	1	3	10	18
Follow-up Visits	63	60	75	58	23	31	35	50	38
TOTALS	367	316	320	279	153	237	232	339	323

COMPLIANCE ASSISTANCE & OUTREACH

To achieve the vision of being an occupational safety and health resource, the Division offers compliance assistance for employers and employees in the public and private sector. The Division provides workplace safety and health training through seminars, webinars, workshops, and speaking events to a variety of groups free of charge. These groups include small businesses, trade and professional associations, union locals, and community groups.

In 2024, a total of 41 compliance assistance & outreach activities were conducted:

- January 12 – Attended Black Hawk College Safety Summit and staffed a booth to discuss safety and health with attendees.
- January 19 – Attended the Illinois Fire Chief’s Association Volunteer and Combination Officer Conference roundtable discussion to provide updates on the proposed Emergency Response standard.
- January 29 – Attended the Southern Illinois Occupational Safety and Health Conference and staffed a booth to discuss safety and health with attendees.
- February 6 – Mailed 500 letters to employers in the warehousing sector to promote the On-Site Consultation Program.
- February 13 – Presented on safety controls for firefighters for the Lewis and Clark Community College Fire Science Program.
- February 15 – Presented on the Ridge Incident firefighter fatality case study at Troy Fire Protection District.

- February 17 – Presented on the proposed Emergency Response standard at the Illinois Association of Fire Protection Districts Winter Conference.
- February 20 – Presented on the proposed Emergency Response standard and considerations for incident commanders at the MABAS Command Conference.
- February 21- Presented IL OSHA 101 for water and wastewater employers at the Illinois Rural Water Association Conference.
- February 23 – Mailed 49 letters to private sector employers with high workplace injury rates to promote the On-Site Consultation Program.
- March 7 – Attended the Illinois Rural Water Association regional zoom meeting as a panelist to discuss chlorine gas safety.
- March 8 – Met with Illinois Municipal League Risk Management Association loss control specialists to discuss safety and health for public works departments.
- March 19 – Presented IL OSHA 101 for wastewater employers at the Illinois Wastewater Professionals Conference.
- March 20 – Presented on the On-Site Consultation Program at the Quincy Area Safety Council monthly meeting.
- March 21 – Presented on trench safety during a stand down at the Obama Presidential Library partnership site.
- April 9 – Presented at the Illinois Office of the State Fire Marshal Fire Advisory Commission on the proposed Emergency Response standard.
- May 2 – Presented on IL OSHA and hazmat teams at the Midwest Hazardous Materials Conference.
- May 6 – Presented on IL OSHA training requirements at the OSFM Training Program Manager Course.
- May 14 – Presented on highway/street/road department safety and health at the Illinois Association of County Engineers Conference.
- May 18 – Presented on the Ridge Incident firefighter fatality case study and the proposed Emergency Response standard at the OSFM Training Officer Bootcamp.
- May 21 – Presented on the proposed Emergency Response standard and safety controls for firefighters at the Associated Firefighters of Illinois Legislative Conference.
- May 22 – Presented on the Ridge Incident firefighter fatality case study at the Illinois Fire Service Institute Leadership Development and Decision-Making course.
- June 6 – Presented at workplace safety day at Elgin Community College to promote the On-Site Consultation Program.
- June 26 – Presented on the On-Site Consultation Program during a webinar hosted by the Illinois Manufacturing Excellence Center.
- July 22 – Presented on the Ridge Incident firefighter fatality case study at Staunton Fire Protection District.
- July 25 – Presented on the proposed Emergency Response standard at the St. Clair County Fire Chief's Association meeting.

- September 12 – Co-presented with federal OSHA to promote the On-Site Consultation Program at a meeting of the St. Louis Chapter of the International Surface Fabricators Association.
- September 12 – Presented on IL OSHA 101 for public works departments to a variety of local governments in Madison and St. Clair counties.
- September 17 – Sent a newsletter article promoting the On-Site Consultation Program to 213 chambers of commerce and 54 community colleges.
- September 18 – Attended the Chicagoland Safety, Health, and Environmental Conference and staffed a booth to promote the On-Site Consultation Program.
- September 18 – Presented on the proposed Emergency Response standard at the 2nd annual Illinois Fire Service Conference.
- September 20 – Met with the Northern Illinois University OSHA Education Center to discuss collaboration and promotion of the On-Site Consultation Program.
- September 30 – Met with Chicago area federal OSHA areas offices to discuss opportunities to promote the On-Site Consultation Program.
- October 8 – Sent a newsletter article promoting the On-Site Consultation Program to 250 chambers of commerce and 70 public and private employer associations.
- October 18 – Presented IL OSHA 101 for water treatment plants at the Illinois Rural Water Association Northern Conference.
- October 30 – Presented the Ridge Incident firefighter fatality case study at the Illinois Fire Service Institute Leadership Development and Decision-Making course.
- November 6 – Presented on the proposed Emergency Response standard and striking the balance between safety and effectiveness during a webinar hosted by the Illinois Association of Fire Protection Districts.
- November 13 – Presented at the Illinois Fire Chief’s Association Chief Fire Officer course on IL OSHA for fire chiefs.
- December 3 – Presented at the Illinois Fire Service Institute Advanced Fire Officer course on IL OSHA for fire officers.
- December 6 – Conducted a meeting with eight employer groups to promote the On-Site Consultation Program.
- December 9 – Sent 610 mailers to past consultation program customers in the downstate region to promote the On-Site Consultation Program.

PROPOSED EMERGENCY RESPONSE STANDARD

In 2024, IL OSHA submitted a written comment to and presented oral testimony in front of federal OSHA regarding the proposed Emergency Response standard that would replace the Fire Brigades standard from 1980. While an update to the outdated standard focused on protecting firefighters is needed, IL OSHA leveraged its extensive experience conducting over 1,100 fire department inspections over the past ten years to advocate for a more realistic, implementable, and effective standard focused on risk assessment and control. IL OSHA also strongly advocated for a standard that protects all firefighters regardless of pay.

VII. CITATIONS AND HAZARDS

The Illinois Occupational Safety and Health Act, 820 ILCS 219/80-85, describes procedures for issuing citations and proposing penalties. If, after considering all evidence gathered in the course of an inspection, an inspector believes a violation of the Act exists, the inspector will recommend to an enforcement manager that a citation be issued. The citation will describe the nature of the violation, reference the appropriate standard, and provide a deadline for abatement. Citations are classified in five categories:

- **Other than Serious** – the most serious injury or illness that would likely result from a hazardous condition and which cannot reasonably be predicted to cause death or serious physical harm to exposed employees but does have a direct and immediate relationship to their safety and health.
- **Serious** – there is a substantial probability that death or serious physical harm could result from a condition that exists, or from one or more practices, means, methods, operations, or processes that have been adopted or are in use in the place of employment and is known to the employer.
- **Willful** – the evidence shows either an intentional violation of the Illinois Occupational Safety and Health Act or plain indifference to its requirements. A willful violation need not be committed with a bad purpose or evil intent; it is sufficient that the violation was deliberate, voluntary, or intentional.
- **Criminal/Willful** – the evidence demonstrates that an employer violated a specific standard; the violation was willful in nature; and the violation caused the death of an employee.
- **Repeat** – an employer has been cited previously for a substantially similar condition and that citation has become a final order.

Currently, most penalties are reserved for employers who do not meet abatement timeframes or receive repeat or willful violations. All citations with proposed monetary penalties are approved by the IL OSHA Division Chief.

Table 2.0 shows the number of violations issued annually. For 2024, IL OSHA averaged 4.03 violations per inspection. This is a higher average compared to the federal OSHA average and shows that IL OSHA is effectively using its limited resources to focus on employers that expose their employees to serious health and safety hazards.

The Illinois On-Site Consultation program issues notices of hazards, instead of citations, in categories that also reference the corresponding OSHA standard along with abatement timelines. See table 2.1 for more information.

TABLE 2.0 ENFORCEMENT VIOLATIONS

	IMMINENT DANGER	SERIOUS	OTHER THAN SERIOUS	REPEAT	WILLFUL
2024 TOTALS	0	838	351	14	0
2023 TOTALS	0	831	299	16	2
2022 TOTALS	0	1,584	226	39	12
2021 TOTALS	0	2,148	260	18	1
2020 TOTALS	0	857	93	2	3
2019 TOTALS	0	542	60	13	0
2018 TOTALS	0	234	51	7	0
2017 TOTALS	0	379	112	13	0

TABLE 2.1 CONSULTATION HAZARDS NOTED

	SERIOUS	OTHER THAN SERIOUS
2024 TOTALS	824	69
2023 TOTALS	578	90
2022 TOTALS	497	64
2021 TOTALS	531	72
2020 TOTALS	371	53
2019 TOTALS	818	94
2018 TOTALS	715	29
2017 TOTALS	636	45

VIII. FATALITY AND INCIDENT INVESTIGATIONS

Public sector employers must report all work-related fatalities within eight hours and all work-related hospitalizations, amputations, and losses of an eye within 24 hours. This information must be reported verbally to IL OSHA by calling our 24-hour hotline at (217) 782-7860. Incidents that meet these criteria are screened to determine if an on-site investigation and inspection is warranted to identify violations of the Illinois Occupational Safety and Health Act.

Fatality Investigations

There were 19 fatalities reported to IL OSHA in 2024. Six met IL OSHA criteria for an on-site inspection and investigation. Total fatalities inspected broken out by activity and occupation are shown in Table 3.1 and Table 3.2.

Reportable Non-Fatal Incidents

Reportable, non-fatal incidents consist of amputations, loss of an eye, and injuries that result in an inpatient hospitalization. There were 133 incidents reported to IL OSHA in 2024. 26 met IL OSHA criteria for an on-site inspection and investigation. 38 met IL OSHA criteria for a Rapid Response Investigation or RRI, where IL OSHA requires the employer conduct their own investigation, document findings, and take corrective action. Some incidents that are reported are determined to be of a non-occupational nature, do not meet reportable criteria, or involve criminal activity with law enforcement officers.

Incident Reports

IL OSHA creates incident reports for certain inspections involving a fatality or reportable incident. Incident reports are not required by the Act, but further the mission of the Division by serving as a learning tool for employees and employers. In 2022 the Director of IDOL authorized IL OSHA to post anonymized incident reports on the Division webpage so they can serve as a readily accessible learning tool. Here are some examples:

[Report: Three Firefighters Hospitalized After Calling a Mayday and Bailing Out Second Floor of Apartment Building](#)

[Report: Firefighter Dies in House Fire After First Floor Collapse and Loss of Accountability](#)

[Report: Police Chief Fatally Injured While Responding to a Transformer Fire](#)

[Report: Wastewater Plant Lead Operator Drowns in Clarifier in Cold Weather](#)

[Report: Municipal Employee Fatally Injured While Jumpstarting Mobile Equipment](#)

[Report: Laborer Dies After Being Struck and Crushed by Refuse Truck](#)

LESSONS IDENTIFIED. LESSONS LEARNED.

TABLE 3.1 FATALITIES INSPECTED BY ACTIVITY

ACTIVITY/YEAR	2016	2017	2018	2019	2020	2021	2022	2023	2024
Falls	0	0	3	1	0	1	1	2	0
Cardiac (work-related)	0	1	0	0	0	0	0	2	1
Struck by/Caught in Machinery	0	0	2	1	1	2	1	1	0
Transportation	3	1	0	0	1	2	1	0	5
Trenching	0	1	0	0	0	0	0	0	0
Gunshot/Stabbing	0	0	1	0	0	0	1	0	0
Electrocution	1	0	0	1	0	0	1	0	0
Asphyxiation	0	0	0	0	0	1	0	1	0
Drowning	0	1	1	0	1	1	0	1	0
COVID-19	0	0	0	0	0	1	0	0	0
Burns/Thermal	0	0	0	0	0	0	1	0	0
Natural Causes or Unknown	0	0	1	0	0	0	0	0	0
TOTALS	4	4	8	4	3	8	6	7	6

TABLE 3.2 FATALITIES INSPECTED BY OCCUPATION

OCCUPATION BY YEAR	2016	2017	2018	2019	2020	2021	2022	2023	2024
Law Enforcement/Corrections	1	0	3	0	1	2	0	0	3
Firefighter/EMT	0	1	1	1	1	3	0	4	1
Laborer	2	0	2	0	0	1	1	1	0
Electrician/Lineman	0	0	0	0	0	0	0	0	0
Technician/Engineer	1	3	0	0	0	0	0	0	0
Operator	0	0	0	2	0	1	2	2	0
Janitor/Custodian	0	0	2	0	0	0	0	0	0
Administrator/Education	0	0	0	1	1	0	0	0	0
Driver	0	0	0	0	0	0	2	0	2
Social Worker	0	0	0	0	0	0	1	0	0
TOTALS	4	4	8	4	3	8	6	7	6

IX. WHISTLEBLOWER INVESTIGATIONS

The Illinois Occupational Safety and Health Act, 820 ILCS 219/110, prohibits a public employer from discharging or in any way discriminating against an employee for filing complaints, testifying, or otherwise acting to express rights under the Act. Discrimination complaints must be filed within 30 calendar days after the alleged violation occurs. To be a viable case, four determining factors must be present:

- Employee engaged in a protected activity
- Employer knowledge of that protected activity
- Adverse action
- Nexus between the protected activity and the adverse action

When the Department finds reason to believe that an employer has retaliated against a whistleblower, the IDOL Director shall bring action in the circuit court for appropriate relief, including rehiring or reinstatement of the employee to his or her former position with back pay, after consideration of any interim earnings of the employee. In such matters the Director shall be represented by the Attorney General. Whistleblower complaints are handled by two whistleblower investigators and a supervisor within IL OSHA. Total whistleblower complaints received, and case status are shown in Table 4.1.

TABLE 4.1 WHISTLEBLOWER

ACTIVITY/YEAR	2016	2017	2018	2019	2020	2021	2022	2023	2024
Complaints Filed	16	27	22	29	35	15	40	29	49
Administratively Closed ³	10	19	17	24	23	15	29	20	41
Dismissed - No Merit	3	4	3	2	0	0	4	1	0
Pending	0	0	0	0	12	7	5	8	8
Settled	2	3	2	3	0	0	0	0	0
Withdrawn	1	1	0	0	0	0	2	0	0

³ Examples of administratively closed complaints include but are not limited to: inquiries, complaints not filed in a timely manner, complaints in which the complainant decides not to file after learning that his or her employer will be notified of the complaint or complaints that fall outside of OSHA's authority.

X. LEGAL ISSUES

Contested Citations and Penalties

After receiving a citation, an employer may informally or formally contest the results of the citation and any proposed penalties. Informal conferences occur within the IL OSHA Division and are structured to produce an Informal Settlement Agreement (ISA). Employers that formally contest are referred to the IDOL Legal Division and have the right to a hearing before an IDOL administrative law judge. As of January 2025, no inspections are in contest.

TABLE 5.1 LEGAL

YEAR	2016	2017	2018	2019	2020	2021	2022	2023	2024
Formal Contest	1	1	1	0	0	0	1	3	1
Penalties Collected	\$0	\$1,250	\$4,500	\$11,510	\$6,000	\$126,000	\$159,260	\$82,204	\$57,946

XI. SAFETY AND HEALTH ACHIEVEMENT RECOGNITION PROGRAM (SHARP)



The On-Site Safety and Health Consultation Program evaluates workplace safety and health programs of small to medium sized businesses to determine if they meet the criteria to be certified as a SHARP site. By achieving SHARP status, the employer is placed in an elite group of businesses that maintain exemplary workplace safety and health programs that result in immediate and long-term prevention of job-related injuries and illnesses. In addition to being granted an exemption from OSHA or IL OSHA programmed inspections for up to 2 years, and subsequent renewal for up to 3 years⁴, the employer provides protection, creates a culture, builds a reputation and saves money. By the end of 2024, 33 Illinois employers have achieved SHARP status.

Addison Fire Protection District (Public Sector)	K-Plus Industrial Services, Inc.
Andrews Engineering	Mid-States Concrete
Avery Dennison	Minova USA
Becker Iron and Metal, Inc.	Nucor Rebar Fabrication
Catty Corporation	Roscoe Company
Chem Processing	Scot Forge – Franklin Park
CMS Inc.	Spoon River Pregnancy Center
Corrosion Materials	Staunton Fire Protection District (Public Sector)
Crane Composites	Swiss Precision Machining
DeKalb Area Retirement Center - Oak Crest	Teleweld Inc.
Diamond Envelope	The Scoular Company – Andres
Duraco	Thomas Electronics
Effingham Fire Department (Public Sector)	Troy Fire Protection District (Public Sector)
Fulton Corporation	Tru Vue
Gallagher Corporation	Wise Plastics – St. Charles
In-Pipe Technology	Wise Plastics – West Chicago
	Winning Wheels

⁴ Participation in SHARP does not eliminate the responsibilities of employers or rights of workers under the Occupational Safety and Health Act. Under OSHA, the following types of incidents can trigger an OSHA enforcement inspection at SHARP sites: formal complaints, fatality, imminent danger situations and any other significant events as directed by the Assistant Secretary of OSHA.

XII. STATE PLAN APPLICATION

Overview

The Illinois Department of Labor was approved by the United States Department of Labor, Occupational Safety and Health Administration (OSHA) to become a State and Local Government Plan (SLGP) for public sector worksites on September 1, 2009.

The OSHA SLGP application process has two major components. The first component is the developmental phase where the State must assure federal OSHA that within three years it will have in place all structural elements necessary for an effective occupational safety and health program. The elements include appropriate legislation, regulations, and procedures for setting standards, enforcement, appeal of citations and penalties, and a sufficient number of qualified enforcement personnel. Once the developmental steps have been completed and documented, the State is eligible to apply for the second component, certification, which attests to the structural completeness of the plan. Following certification status, the State must have demonstrated worker protection to be at least as effective as the protection provided by the federal program. The State must also meet 100 percent of the established compliance staffing levels and participate in the OSHA computerized inspection data system.

Benefits

IL OSHA received \$1,328,000 for Enforcement and \$1,867,900 for Consultation in annual federal matching grants in federal fiscal year 2025, which are used to supplement Illinois' current safety and health activities.

PROGRAM	FEDERAL FUNDS	STATE FUNDS	PROGRAM TOTAL
CONSULTATION	\$1,867,900	\$463,214	\$2,331,114
ENFORCEMENT	\$1,328,000	\$1,413,500	\$2,741,500

In May of 2024, federal OSHA notified the Division that they would be amending the federal fiscal year 2024 grant agreements for both programs in the form of a 4% reduction to the grant awards. This reduction was applied to all state plans. Unfortunately, federal OSHA extended these reductions into the federal fiscal year 2025 grant cycle and has warned that further reductions are possible. Stable and appropriate federal funding is imperative to ensuring the Division has the resources to support its mission.

Status

On September 1, 2009, IL OSHA received developmental plan approval (see 74 Fed. Reg. 45114 2009) and began a three-year process to establish all structural elements necessary to be deemed effective. The initial three-year time frame for meeting developmental steps expired, and IL OSHA

requested a two-year extension in October of 2012, which was granted by OSHA. This extension expired in 2014 with IL OSHA still not having met the required developmental steps for State Plan certification.

In 2018, IL OSHA continued to struggle with meeting the staffing level requirement. An extension was requested and approved with stipulations that significant ongoing progress must be shown toward filling vacancies and heightened monitoring be put in place, including OSHA monitoring meetings and quarterly updates to OSHA Region V. Since that time, IL OSHA has maintained regular and productive communication with US DOL and has successfully demonstrated strong enforcement outcomes and very limited federal audit concerns.

On February 28, 2024 IL OSHA submitted an application for certification as a State and Local Government Plan (SLGP) to federal OSHA asserting that IL OSHA has met all developmental steps required to be fully certified. In July of 2024 OSHA Region V forwarded the application to OSHA's National Office. In December of 2024 IL OSHA received comments from US Department of Labor solicitors requesting additional information. IL OSHA is preparing a substantive response and expects to achieve certification in 2025.