ILLINOIS DEPARTMENT OF LABOR

STATE OF ILLINOIS

ILLINOIS OSHA

FY 2021 State OSHA Annual Report (SOAR)

October 1, 2020 through September 30, 2021

JB Pritzker Governor

Michael D. Kleinik Director



ILLINOIS DEPARTMENT OF LABOR STATE PLAN FY 2021 STATE OSHA ANNUAL REPORT

Table of Contents

I. Executive Summary	p. 2
II. State Plan Overview	p. 3-4
III. Summary of Annual Performance Plan Results	p. 5-10
IV. Progress Toward Strategic Plan Accomplishments	p. 11-13
V. Mandated Activities	p. 14-16
VII. Adjustments	p. 17

EXECUTIVE SUMMARY

The Illinois Department of Labor (IDOL) Illinois OSHA Division submits this State OSHA Annual Report (SOAR) to the Federal Occupational Safety and Health Administration (OSHA) for evaluation of the State program. The SOAR covers activity from October 1, 2020 through September 30, 2021. This submission is in accordance with the State Plan Policies and Procedures Manual dated September 22, 2015.

Since 2018, Illinois OSHA has been committed to filling vacancies that have created problems and challenges in several areas, including repeated funding de-obligations, unmet inspection goals and failure to complete the final developmental step necessary to become an approved plan. Expected staffing levels include a Division Manager, two Regional Enforcement Managers, two Consultation Supervisors, one Administrative Assistant, one Office Associate, 11 Safety Inspectors, three Industrial Hygienists (IH), two Safety Consultants, two Industrial Hygiene Consultants, an Occupational Safety and Health (OSH) Coordinator and a Marketing/OSHA Information System (OIS) Coordinator. At the end of FY 2020, there were nine vacant positions, the OSH Coordinator, one Office Associate, five Safety Inspectors and one IH. FY 2021 started with the onboarding of five Safety Inspectors and one Office Associate. With normal transition and turnover throughout the year, Illinois OSHA ended FY 2021 with only four Safety Inspector and the OSH Coordinator positions to fill. The commitment to fill all vacant positions will continue in FY 2022.

During FY 2021, the SARS-CoV-2 (COVID-19) virus had little impact on Illinois OSHA achieving performance goals. Inspectors navigated the unique COVID-19 challenges and met 87% of the planned inspections (435 of 500), increased the number of serious safety and health violations abated, attended at least one training course and trained many employers and employees on critical topics like COVID-19 recordkeeping and Illinois OSHA 101 for Fire Departments. Additionally, Illinois OSHA met, and in some instances exceeded, most of the State Plan Activity Mandated Measures (SAMMs).

In FY 2021 the whistleblower protection operations transitioned back to Illinois OSHA from IDOL Conciliation and Mediation Division (Con/Med). Illinois OSHA is restructuring the program to ensure new inspectors are extensively trained, cases are properly screened and docketed and complainants receive the best service possible.

STATE PLAN OVERVIEW

IDOL – Illinois OSHA operates a public-sector-only OSHA developmental state program. The Division Manager of Illinois OSHA administers the Illinois State Plan under the leadership of the Director of IDOL. Illinois OSHA enforces safety and health standards in public-sector workplaces, provides public-sector consultation services, investigates public-sector occupational safety and health whistleblower complaints, adopts "at least as effective as Federal OSHA standards" and provides public-sector outreach services. In Illinois, the U.S. Department of Labor, Occupational Safety and Health Administration enforces private-sector safety and health standards.

On September 1, 2009, IDOL received developmental State and Local Government Plan (SLGP) approval (see 74 Fed. Reg. 45114 (2009) to establish all structural elements necessary to be deemed effective. Illinois OSHA is in the process of completing all developmental steps for final certification.

The constituency covered under the Occupational Safety and Health Act includes approximately 6,536 state and local government establishments¹ with an estimated 664,272 state and local government employees in Illinois.²

Illinois OSHA's organizational structure is on page 4. The program continues to work toward its mission of providing safe and healthful workplaces for all state and local government in Illinois through its program activities which include the functions of:

<u>Administration</u> - Responsible for the overall operation of the Illinois OSHA program and for policy decisions.

<u>Safety and health compliance</u> - Responsible for safety and health enforcement activities within state and local government establishments/operations.

<u>Safety and health consultation</u> - Responsible for providing safety and health consultation services to state and local government employers.

Standards - Responsible for adoption and distribution of federal OSHA standards.

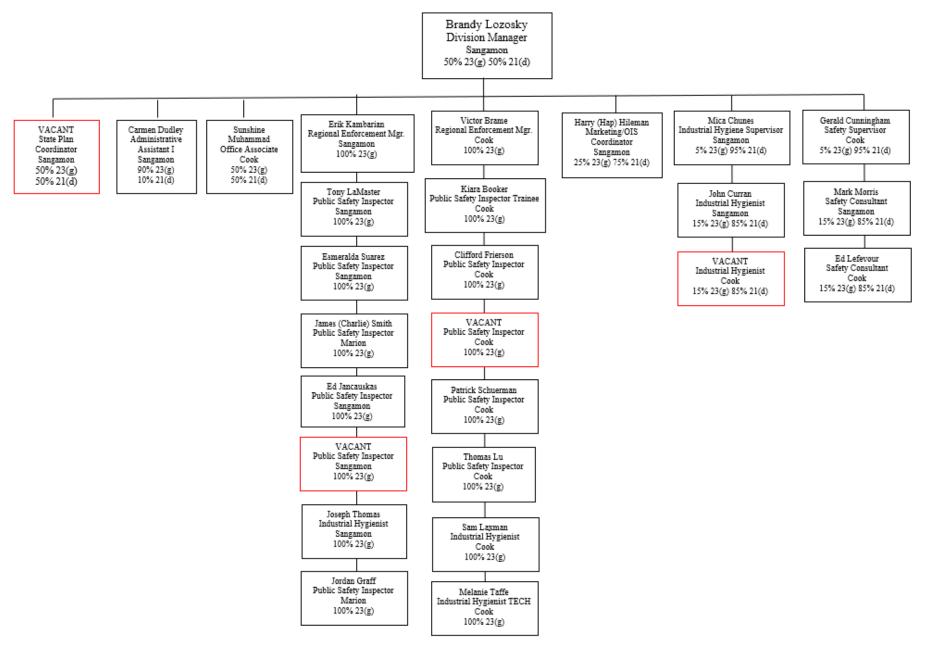
<u>Discrimination</u> - Responsible for investigation of activities protected under the section 11(c) of the OSH Act as they relate to state and local government employee discrimination.

<u>Training</u> - Responsible for providing training to state and local government employers and employees, developing training materials, and ensuring safety and health inspectors/consultants are fully trained.

 $^{^1\}mbox{Many}$ public establishments have more than one worksite. Data does not count each worksite separately.

² Illinois Department of Employment Security (IDES), Quarterly Census of Employment and Wages (QCEW), December 2020 Q4.

ILLINOIS OSHA FY 2021 ORGANIZATIONAL CHART



Г

Strategic Goal #1: Improve workplace safety and health in Illinois state and local government workplaces.			
Annual Performance Goal # 1.1	Reduce the number of injuries and fatalities in the targeted high-hazard industries that are prone to serious safety hazards identified in federal OSHA's emphasis programs (trenching, excavations, and fall hazards associated with working at height).		
Strategy	 Conduct safety-related inspections in the targeted high-hazard industries. 237310 Highway, Street, and Bridge Construction 922160 Fire Protection 221310 Water Supply and Irrigation Systems 221320 Sewage Treatment Facilities 		
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	 Activity Measures: 126 serious safety violations abated in NAICS 237310 70 serious safety violations abated in NAICS 922160 68 serious safety violations abated in NACIS 221310 and 221320 Intermediate Outcome: By the end of FY 2021, increase the number of serious safety violations abated in the targeted high-hazard industries (NAICS 237310, 922160, 221310 and 221320) by 3% over the baseline average. Primary Outcome Measure: By the end of the five-year strategic plan, increase the number of serious safety violations abated in dustries (NAICS 237310, 922160, 221310) by 15% over the baseline average. 		
FY 2021 Results	 327 serious safety violations abated in NAICS 237310 568 serious safety violations abated in NAICS 922160 523 serious safety violations abated in NAICS 221310 and 221320 		
Conclusion	Illinois OSHA exceeded the activity measure in FY 2021.		

Annual Performance Goal # 1.2	Reduce the number of illnesses and fatalities in the targeted high-hazard workplaces that are prone to serious health hazards identified in federal OSHA's emphasis programs (lead, silica hexavalent chromium, respiratory protection, hazard communication, metals, asbestos, noise, bloodborne pathogens and airborne and surface contaminants)
Strategy	 Conduct health-related inspections in the targeted high-hazard hazard industries. 237310 Highway, Street, and Bridge Construction 922160 Fire Protection 221310 Water Supply and Irrigation Systems 221320 Sewage Treatment Facilities
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	 Activity Measures: 14 serious health violations abated in NAICS 237310 8 serious health violations abated in NAICS 922160 7 serious health violations abated in NACIS 221310 and 221320 Intermediate Outcome: By the end of FY 2021, increase the number of serious health violations abated in the targeted high-hazard industries (NAICS 237310, 922160, 221310 and 221320) by 3% over the baseline average. Primary Outcome Measure: By the end of the five-year strategic plan, increase the number of serious health violations abated in the targeted high-hazard industries (NAICS 237310, 922160, 221310, 922160, 221310, 922160, 221310, 922160, 221310, 922160, 221310, 922160, 221310, 922160, 221310, 922160, 221310, 922160, 221310, 922160, 221310, 922160, 221310, 922160, 221310, 922160, 221310, 922160, 221310, 922160, 92130, 922160, 92130, 921320) by 15% over the baseline average.
FY 2021 Results	 19 serious health violations abated in NAICS 237310 443 serious health violations abated in NAICS 922160 72 serious health violations abated in NACIS 221310 and 221320
Conclusion	Illinois OSHA exceeded the activity measure in FY 2021.

-

Strategic Goal #2: Promote a safety and health culture in Illinois state and local government workforce.			
Annual Performance Goal # 2.1	Increase knowledge of hazard awareness and prevention to reduce injuries, illnesses and fatalities.		
	 Conduct compliance assistance activities for targeted high hazard industries. 237310 Highway, Street, and Bridge Construction 922160 Fire Protection 221310 Water Supply and Irrigation Systems 221320 Sewage Treatment Facilities 		
Strategy	 Develop training programs for employers and employees in the targeted high-hazard industries. Advertise and promote Illinois OSHA's training programs. Post training schedules and other training-related information on Illinois OSHA's website. Network with stakeholders and alliance partners to market training sessions. 		
	<u>Activity Measures:</u> Number of employers and employees trained in the targeted high-hazard industries (NAICS 237310, 922160, 221310 and 221320).		
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome	Intermediate Outcome : By the end of FY 2021, increase the number of employers and employees trained in the targeted high- hazard industries (NAICS 237310, 922160, 221310 and 221320) by 3% over the baseline average.		
measures)	Primary Outcome Measure: By the end of the five-year strategic plan, increase the number of employers and employees trained in the targeted high-hazard industries (NAICS 237310, 922160, 221310 and 221320) by 15% over the baseline average.		
FY 2021 Results	Illinois OSHA performed 23 compliance assistance activities. See pages 10-12 for a detailed list.		
Conclusion	Illinois OSHA met the activity measure for FY 2021.		

Annual Performance Goal # 2.2	Promote state and local government employer and employee awareness of, commitment to and active participating in safety and health.		
Strategy	100% of safety and health inspections will include employee involvement and 100% of consultation visits will include site- specific recommendations to improve the safety and health program management system at that facility.		
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	 Activity Measures: 500 safety and health inspections where employees were included. 20 consultation visits that included site-specific recommendations. Intermediate Outcome: Use OIS to track and verify 100% of safety and health inspections include employee involvement and 100% of consultation visits include site-specific recommendations. Primary Outcome Measure: 100% of safety and health inspections will include employee involvement and 100% of consultation visits will include site-specific recommendations. 		
FY 2021 Results	 435 safety and health inspections where employees were included. 30 consultation visits that included site-specific recommendations. 		
Conclusion	Illinois OSHA met the activity measure for FY 2021.		

Strategic Goal #3: Strengthen public confidence through excellence in development and delivery of Illinois OSHA programs and services.			
Annual Performance Goal # 3.1	Respond to legal mandates (adoptions) so Illinois state and local government employees are provided full protection under the Occupational Safety and Health Act.		
Strategy	Investigate 100% of events that result in the death or in- patient hospitalization of one or more employees or an employee's amputation or an employee's loss of an eye, as a result of a work-related incident of a state and local government employee within 24 hours.		
	Activity Measures: Number of fatalities, in-patient hospitalizations, amputations, or loss of eye(s) as a result of a work-related incident.		
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	Intermediate Outcome: Use OIS to track 100% of events that result in the death or in-patient hospitalization of one or more employees or an employee's amputation or an employee's loss of an eye, as a result of a work-related incident of a state and local government employee within 24 hours.		
	Primary Outcome Measure: Investigate 100% of events that result in the death or in-patient hospitalization of one or more employees or an employee's amputation or an employee's loss of an eye, as a result of a work-related incident of a state and local government employee within 24 hours.		
FY 2021 Results	Responded to 5 out of 6 work related fatalities with in one workday.		
Conclusion	Illinois OSHA did not meet the activity measure due to the incident being reported after hours which delayed the division manager notifying the regional enforcement manager timely. Updated processes will ensure this doesn't happen again.		

Annual Performance Goal # 3.2	Strengthen the technical and professional skills of Illinois OSHA's safety and health inspectors.
Strategy	 Managers will develop an annual training plan for staff. On a quarterly basis, managers will review each staff member's training history and will identify areas where training would be beneficial. Managers will provide information on courses offered by OSHA and the OSHA Training Institute, alliance partners, and other organizations, and encourage enrollment in these training opportunities where Appropriate.
Performance Indicator(s) (including activity, intermediate outcome, and primary outcome measures)	Activity: Each inspector and consultant will complete one training course on topics pertaining to safety and/or health in the targeted high-hazard industries. Intermediate Outcome: By the end of FY 2021, each staff member will have completed at least one training course.
	<u>Primary Outcome Measure:</u> By the end of the five-year strategic plan, each staff member will have completed five training courses.
FY 2021 Results	 All staff members attended at least one of the following trainings at the OSHA Training Institute (OTI) or other approved training courses: OTI 031 Overview of the Cranes and Derricks in Construction Final Rule OTI 037 Fall Protection OTI 069 Recognizing Failures in Machine Safeguarding Systems (Control Reliability) OTI 095 Electrical Hazards Overview OTI 123- Lock Out/Tag Out OTI 134 Documenting Trench Inspections (Techniques) OTI 135 Evaluating Flammable Liquids and Gases OTI 136 Scaffolding Erection and Dismantling OTI 156 Electrical Hazards in General Industry OTI 1091 Initial Compliance OTI 1091 Initial Compliance OTI 1091 Intro to Safety Standards for Safety Officers OTI 1420 Whistleblower Investigation Fundamentals OTI 3018 Excavation, Trenching, and Soil Mechanics OTI Air Sampling Pumps Maintenance and Use U of I School of Public Health Infectious Disease Awareness
Conclusion	Illinois OSHA met the activity measure for FY 2021.

PROGRESS TOWARD STRATEGIC PLAN ACCOMPLISHMENTS

In FY 2021, Illinois OSHA achieved 87% of the projected inspections and 150% of the state and local government consultation visits. This is significantly higher than FY 2020 actuals of only 249 inspections and 16 consultations.

F 1 2021 State and Elocal Government Inspections				
	FY 2021	FY 2021	Percent of Goal	
	Projections*	Actuals	Achieved	
Safety	400	348	87%	
Health	100	87	87%	
Total	500	435	87%	

FY 2021 State and Local Government Inspections

*This assumes a fully staffed and fully trained staff, with 40 available work weeks in the year, and an average of 1.25 inspections per week per Safety/Health Inspector and is based on previous work experience and history.

I I 2021 State and Local Government Constitution visits				
	FY 2021	FY 2021	Percent of Goal	
	Projections	Actuals	Achieved	
Safety	13	16	123%	
Health	7	14	200%	
Total	20	30	150%	

FY 2021 State and Local Government Consultation Visits

In the FY 2015 – FY 2020 Five Year Strategic Plan, Illinois OSHA projected five public sector employers would be awarded Safety and Health Achievement Recognition Program (SHARP) status. By FY 2020 only four employers had achieved the prestigious award. In FY 2021, Illinois OSHA projected to add one more SHARP employer to meet the FY 2020 goal. Due to consultation vacancies and the continued challenges with COVID-19, available resources were allocated to meeting the private sector SHARP goals, therefore the projected goal was not met.

To promote state and local government employer and employee awareness of and commitment to safety and health, Illinois OSHA conducted 23 compliance assistance actives in FY 2021. Outreach activities, such as, webinars, conference presentations, press releases and informal worksite training resulted in 5,362 employers and employees being trained.

1 1 2021 State and Local Government Comphanee Assistance				
	FY 2021	FY 2021	Percent of Goal	
	Projections	Actuals	Achieved	
SHARP	5	1	800/	
Participants	5	4	80%	
Outreach	9,000	5362	60%	
Participants*	9,000	5502	00%	

FY 2021 State and Local Government Compliance Assistance

*Outreach participants are the total number of trainees/participants anticipated to be affected by state outreach activities during the period, such as formal training, workshops, seminars, speeches, conferences, and informal worksite training

• November 9, 2020 - Promoted Winter Weather Preparedness Month via IDOL website, social media and media outlets. <u>Press Release</u>

- November 16, 2020 Provided link to Occupational Safety and Health Compliance Guide for Fire Departments to the Illinois Association of Fire Protection Districts to be published on their website.
- November 19, 2020 Promoted Carbon Monoxide Poisoning in the Workplace via IDOL website, social media and media outlets. <u>Press Release</u>
- November 20, 2020 Relaunched IDOL YouTube page by uploading three Illinois OSHA Fire Department 101 videos.
 - Intro: <u>https://youtu.be/8eoP9J5BuKE</u>
 - Lesson 2: <u>https://youtu.be/zUWXD91H99s</u>
 - Lesson 3: <u>https://youtu.be/_QHfqcbf9uA</u>
- December 16, 2020 Conducted WebEx presentation on Illinois OSHA jurisdiction, COVID-19 reporting/recording and annual training requirements to 776 attendees.
- January 7, 2021 Promoted Safe and Sound Campaign via IDOL website, social media and media outlets. <u>Press Release</u>
- January 26, 2021 Promoted New Safety Resources for Fire Service Employers via IDOL website, social media and media outlets <u>Press Release</u>
- January 28, 2021 Presented OSHA 300 log and COVID-19 reporting and recording requirements to members of Intergovernmental Risk Management Agency (IRMA).
- March 1, 2021 Promoted National Ladder Safety Month via IDOL website, social media and media outlets. <u>Press Release</u>
- March 24, 2021 Promoted Stand Up 4 Grain Safety Week via IDOL website, social media and media outlets. <u>Press Release</u>
- April 7, 2021 Promoted Spring Planting Safety via IDOL website, social media and media outlets. <u>Press Release</u>
- April 20, 2021- Conducted Zoom presentation on "IL OSHA 101 Fire Department Training Requirements" to the Illinois Office of State Fire Marshal.
- April 28, 2021 Conducted Zoom presentation on "IL OSHA 101 for Fire Departments" to Illinois Fire Chief's Association Volunteer and Combination Officer Committee.
- May 21, 2021 Presented "IL OSHA 101 and On-Site Safety and Health Consultation Program" at Illinois Office of State Fire Marshal Training Program Manager Course.
- June 6, 2021 Conducted Zoom presentation to 72 different municipalities covering inspection processes and the common citations in high hazard industries. https://youtu.be/4Pl5Qrh8qEY
- June 24, 2021 Presented "IL OSHA 101 for Fire Departments" at the Illinois Association of Fire Protection Districts annual conference educating fire district trustees and chief officers.

- June 28, 2021 Conducted WebEx presentation on emergency preparedness/response and healthcare safety and health management systems to 215 different organizations associated with the Illinois Department of Public Health.
- July 2, 2021 –Conducted WebEx presentation on COVID-19 mitigation measures and processes to protect employees during the reopening of public buildings to the City of Chicago.
- July 20, 2021 Promoted Workplace Safety Poster Reminder via IDOL website, social media and media outlets. <u>Press Release</u>
- July 26, 2021 Promoted Workplace Violence via IDOL website, social media and media outlets. <u>Press Release</u>
- August 9, 2021 Promoted Safe and Sound Week via IDOL website, social media and media outlets. <u>Press Release</u>
- August 10, 2021 –Presented "Recordkeeping and Reporting 101" to the Illinois State Police.
- September 29, 2021 Presented "IL OSHA 101 for Fire Departments" to the Office of State Fire Marshal.

MANDATED ACTIVITES

Activities mandated under the OSHA state plan program are considered core elements of Illinois OSHA's occupational safety and health program. Mandated activities are tracked on a quarterly basis using the State Activities Measures (SAMMs) Report in OIS which compares state activity data to an established reference point. In FY 2021, Illinois OSHA met, and in some instances exceeded, most of the mandated activity measures.

Occupational Safety and Health Administration State Plan Activity Mandated Measures (SAMMs)				
ILLINOIS OSHA FY 2021				
SAMM Number	SAMM Name	Illinois OSHA FY 2021 Results	Further Review Level (FRL)	Conclusion
1a	Average number of workdays to initiate complaint inspections (state formula)	5.78 days	5 days for safety; 10 days for health	Illinois OSHA met mandated activity measure in FY 2021. Safety = 5 days Health = 3 days
2a	Average number of workdays to initiate complaint investigations (state formula)	1.64 days	3 days	Illinois OSHA exceeded mandated activity measure in FY 2021.
3	Percent of complaints and referrals responded to within one workday (imminent danger)	N/A	100%	N/A – Illinois OSHA did not receive any imminent danger complaints or referrals in FY 2021.
4	Number of denials where entry not obtained	0	0	Illinois OSHA was not denied entry in FY 2021.
5	Average number of violations per inspection with violations by	SWRU: 5.48	+/- 20% of National SWRU: 1.78	Illinois OSHA exceeded mandated activity measure in FY 2021.
violation type	Other: 0.62	+/- 20% of National Other: 0.83		

Occupational Safety and Health Administration State Plan Activity Mandated Measures (SAMMs)				
ILLINOIS OSHA		FY 2021		
SAMM Number	SAMM Name	Illinois OSHA FY 2021 Results	Further Review Level (FRL)	Conclusion
6	Percent of total inspections in state and local government workplaces	100%	100%	Illinois OSHA met mandated activity measure in FY 2021.
7	Planned v. actual inspections –	S: 347	+/- 5% of S: 400	The FRL is based on a projected inspection number in the FY 2021 grant application. Illinois OSHA met 87% of the planned safety and
,	safety/health	H: 88	+/- 5% of H: 100	health inspections.
8	Private sector penalty measure	N/A	N/A	N/A
9	Demont in compliance	S: 10.03%	+/- 20% of S: 31.10%	Illinois OSUA avagadad mandatad activity maggura in EV 2021
9	Percent in compliance	H: 10.98%	+/- 20% of H: 45.27%	Illinois OSHA exceeded mandated activity measure in FY 2021.
10	Percent of work-related fatalities responded to in one workday	83.33%	100%	Illinois OSHA did not meet the 100% FRL due to a FAT/CAT being reported after hours which delayed the division manager notifying the regional enforcement manager timely. Updated processes will ensure this doesn't happen again.
11	Average lapse time	S: 27.39	+/- 20% of S: 53.83	- Illinois OSHA exceeded mandated activity measure in FY 2021.
11	Average tapse time	H: 28.57	+/- 20% of H: 75.77	
12	Percent penalty retained	100%	+/- 15% of 72.98%	Illinois OSHA received \$140,100 in penalties in FY 2021.
13	Percent of initial inspections with worker walk around representation or worker interview	100%	100%	Illinois OSHA met mandated activity measure in FY 2021.

Occupational Safety and Health Administration State Plan Activity Mandated Measures (SAMMs)				
ILLINOIS OSHA			FY 2021	
SAMM Number	SAMM Name	Illinois OSHA FY 2021 Results	Further Review Level (FRL)	Conclusion
14	Percent of 11(c) investigations completed within 90 days	0%	100%	Illinois OSHA did not meet the mandated measure in FY 2021 due to the program transitioning back from Con/Med. Illinois OSHA is restructuring the program to ensure new inspectors are extensively trained, cases are properly screened and docketed and complainants receive the best service possible.
15	Percent of 11(c) complaints that are meritorious	N/A	+/- 20% of national average	N/A – Illinois OSHA did not have a meritorious complaint in FY 2021
16	Average number of calendar days to complete an 11(c) investigation	365+	90	Illinois OSHA did not meet the mandated measure in FY 2021 due to the program transitioning back from Con/Med. Illinois OSHA is restructuring the program to ensure new inspectors are extensively trained, cases are properly screened and docketed and complainants receive the best service possible.

ADJUSTMENTS

Deobligation

On June 6, 2021, Illinois OSHA permanently deobligated \$300,000. Therefore, Illinois' FY 2022 initial base award is \$1,227,100. Pursuant to OSHA's August 8, 2019, "New Policy for Repeated Lapses and Deobligations of 23(g) Grant Funds," the unclaimed funds of \$300,000 will be permanently redistributed to other State Plans that can match and obligate the funds, and there will be no opportunity to reclaim these funds in FY 2022 and beyond. This redistribution does not preclude Illinois OSHA from accepting new funding that it can match and obligate in future years if Illinois OSHA determines that it is in a position to make effective use of the federal funding.