

ILLINOIS DEPARTMENT OF LABOR
SAFETY INSPECTION & EDUCATION DIVISION

REPORT TO THE GOVERNOR & LEGISLATURE

ANNUAL GOVERNOR'S REPORT FOR JAN. 2010 - DEC. 2010
BIANNUAL LEGISLATURE REPORT FOR JAN. 2009 - DEC. 2010

[PURSUANT TO 820 ILCS 220/9 AND 225/12]



JANUARY 2011

REPORT TO THE GOVERNOR & LEGISLATURE

[PURSUANT TO 820 ILCS 220/9 AND 225/12]

HISTORY AND BACKGROUND

The Illinois Department of Labor (IDOL), Safety Inspection and Education Division (hereinafter, the Division) has been in place since 1985 to assure safe and healthy working conditions for Illinois state, county, municipal and educational employees in order to prevent work-related injuries and illnesses. To accomplish this, the Division performs inspections and investigations outlined under the provisions of the Illinois Safety Inspection and Education Act [820 ILCS 220], and the Illinois Health and Safety Act [820 ILCS 225].

MISSION STATEMENT

PROGRAM GOAL: To assure safe and healthy working conditions for public sector employees in the State of Illinois. To develop, implement and maintain a program for public employees in Illinois that is at least as effective as the federal program for private sector employees.

STRATEGIC GOALS: To achieve final certification of the State of Illinois program by the United States Department of Labor – Occupational Safety and Health Administration. To concentrate the Division efforts and resources on identifying and controlling issues that are likely to cause or are causing injury or illness to public sector employees in Illinois.

“Labor is prior to, and independent of, capital. Capital is only the fruit of labor, and could never have existed if labor had not first existed. Labor is the superior of capital, and deserves much the higher consideration.”
– Abraham Lincoln

OVERVIEW OF ENFORCEMENT AND CONSULTATION ACTIVITIES

The Division has jurisdiction over more than one million public sector employees throughout the state. There are approximately 22,000 public work sites with an estimated 1,071,699 public employees in Illinois¹. The majority of public sector employees, approximately 851,200, are employed by government directly with 161,200 of those at the state level and the remaining 690,000 being local government employees². The public sector constituency also includes approximately 220,499 education employees. The majority of these are in elementary and secondary education at 127,010³. The higher education portion of the public sector includes an estimated 33,196 at the community college level and 60,293 in the eleven public colleges and universities^{4,5}.

The Division has the authority to enforce the identical standards (General, Construction and Maritime Industries) as the federal Occupational Safety and Health Administration (OSHA). The specific Code of Federal Regulations (29 CFR 1910, 1915 and 1926) is cited for any violations.

ENFORCEMENT ACTIVITIES: The Safety Inspection and Education Division conducts the following types of enforcement investigations: Fatality, Accident, General, Follow-up and Complaint inspections.

Imminent danger situations are addressed immediately by the on-site inspector who has the authority to post the warning, inform the affected employees (or representatives) and recommend to the Director of Labor that an order be issued to require the public employer to cease and desist from the practice creating the imminent danger and to obtain immediate abatement of the hazard.

Any public employee in the State of Illinois has the right to file a complaint with the Division if they believe that a hazard exists in their work area. Written complaints will be accepted as long as a valid signature is present and current employment is established. The complainant has the right to request that their name not be revealed in the process of investigating the concern, which will be honored and upheld by the Department.

¹ *Illinois Department of Employment Security*. September 8, 2008. <http://lmi.ides.state.il.us/PDFs/wcig_08.pdf>.

² *Illinois Blue Book 2007-2008. Illinois Secretary of State*. September 8, 2008. <http://www.cyberdriveillinois.com/publications/illinois_bluebook/2007_2008/home.html>.

³ *Illinois State Board of Education*. September 8, 2008. <http://www.isbe.state.il.us/research/htmls/report_card.html>.

⁴ *Illinois Community College Board*. September 8, 2008. <<http://www.iccb.org/reports.general.html>>.

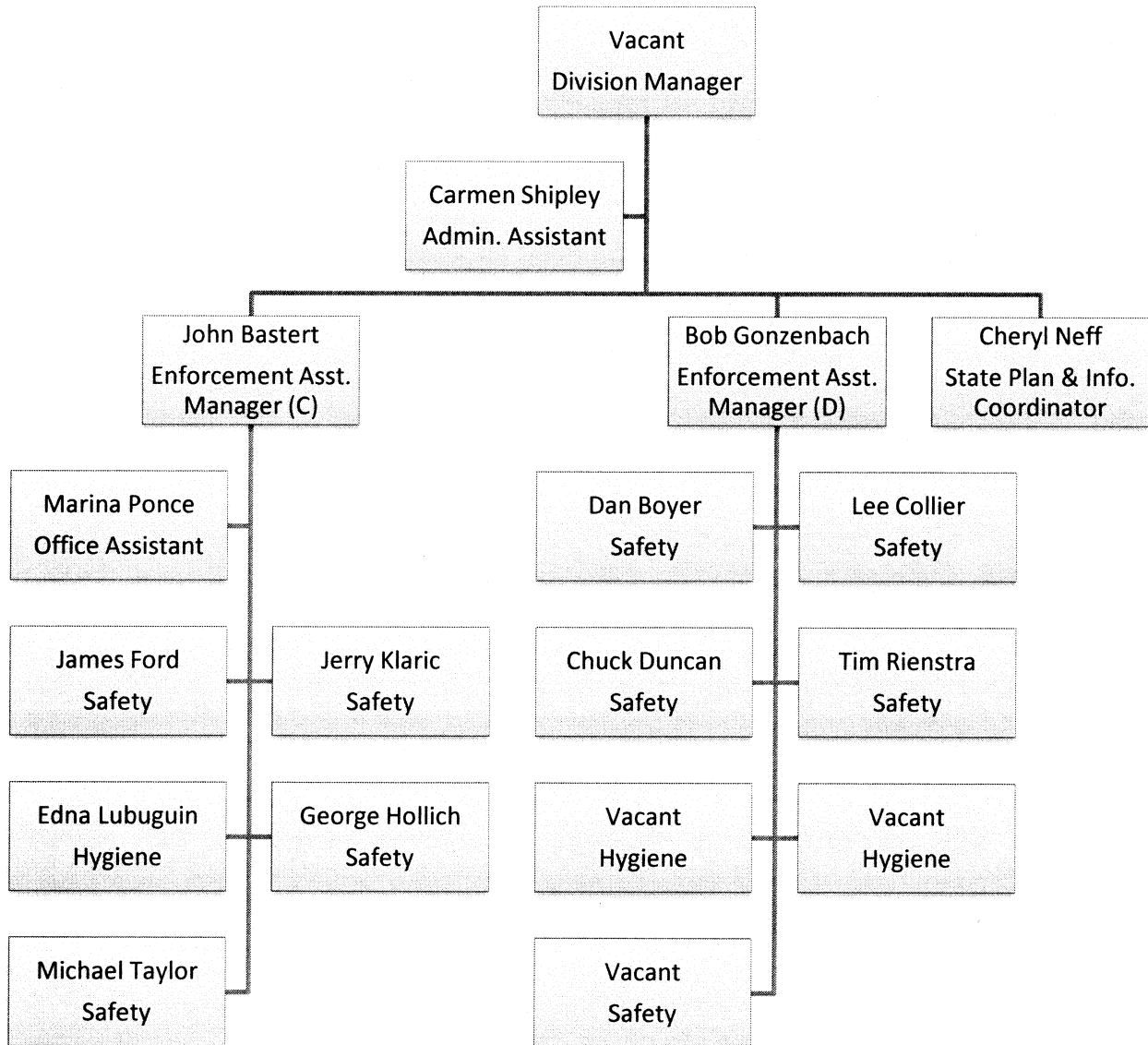
⁵ *Illinois Board of Higher Education*. September 8, 2008. <<http://www.ibhe.state.il.us/InstitutionProfiles/Institutions.aspx>>.

CONSULTATION ACTIVITIES: The voluntary compliance duties of the Division include: Advisory Inspections, Educational Activities and Program Evaluations. These are all conducted with abatement recommendations given in lieu of citations.

Employers can request an advisory inspection with a detailed scope of the inspection parameters (i.e., indoor air quality on the 4th floor, noise monitoring of the laboratory . . .). An agreement is signed prior to the inspection for which the employer agrees to fix anything serious that the inspector finds during the advisory inspection.

DIVISION PROFILE

STAFF, HEADCOUNT, ORGANIZATIONAL CHART: The Illinois Department of Labor Safety Inspection and Education Division currently employs 14 professionals. Included in this number are three assistant managers, eight safety professionals, one industrial hygienist and two support staff. Due to retirement and promotions, there are four vacant positions.



LEGISLATIVE ISSUES

LAW CHANGES: There were no adaptations to the Safety Inspection and Education Act or the Health and Safety Act in 2009 or 2010.

RULE CHANGES: The Illinois Administrative Rules, Subpart C (56 Ill. Adm. Code 350) that accompany the aforementioned Acts were published in the Illinois Register on October 30, 2009. The amendments were updating our adoption of the current OSHA standards for enforcement purposes. Also published in the November 13, 2009 *Illinois Register* was the Repealer of the Illinois Administrative Rules that supported the Toxic Substances Disclosure to Employees Act in accordance with Public Act 95-0623.

The Illinois Administrative Hearings rules (56 Ill. Adm. Code 120) were updated to better clarify the Director's and ALJ's roles in this Division's hearings and overall. They were published as first notice in the January 3, 2011 *Illinois Register*.

PROGRAM ACTIVITIES

OVERALL ACTIVITIES: The Division conducted a total of 2135 inspection activities for 2009 and 2010. With only eight safety field inspectors, the average number of inspections per inspector remains consistent at approximately 300 per year. This is well above the federal OSHA annual average inspections per inspector. Accounting for the differences in numeration, the performance statistics demonstrate that the Division’s program is at least as effective as the federal OSHA program, if not more active. There was significant time dedicated to the completion of the Illinois State Plan and various training associated with the new program. The performance statistics are categorized by activity in Table 1.0.

TABLE 1.0 - TOTALS BY INSPECTION ACTIVITY

ACTIVITY/YEAR	2002	2003	2004	2005	2006	2007	2008	2009	2010
Programmed Planned Inspections	1813	1785	1215	1595	1765	1153	1177	1077	1246
Fatality/ Accident Investigations	23	27	23	19	29	21	16	11	25
Follow-up/Monitoring Inspections	725	596	533	611	461	481	385	382	178
Complaints/Referrals	188	202	159	129	168	116	128	123	135
Unprogrammed Related									7
Advisory Inspections	613	608	369	372	318	280	314	189	184
Educational Activities	414	427	368	265	340	288	238	250	189
Program Evaluations	270	291	122	182	193	82	109	103	25
Follow-up (Advisory)									30
TOTALS	4046	3936	2789	3173	3274	2421	2367	2135	2019

Employer-initiated Advisory Inspections, Educational Activities and Program Evaluations make up approximately 30% of the Division’s overall activities for the past five years. These are beneficial to all parties and show a “good faith” effort on the employer’s part to meet compliance needs or address problems before they reach the level of complaints or accidents. Citations are not issued for consultation activities; however, abatement actions are assigned per the standard citation format.

CITATIONS PROFILE

The Safety Inspection and Education Act describes the procedures for issuing citations and proposed penalties. If the inspector believes that a violation of a safety and health standard exists, he or she will issue a written citation with reasonable promptness. This citation will describe the nature of the violation, including reference to the appropriate regulation and fix a reasonable time for the abatement of the violation. The citations are classified according to the following categories:

- Other-than-Serious – the most serious injury or illness that would be likely to result from a hazardous condition 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.
- General Duty Clause – this provision of the Health and Safety Act is cited only where there is no standard that applies to the particular hazard involved.
- Willful – the evidence shows either an intentional violation of the Health and Safety Act or plain indifference to its requirements. This does not have to be done 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.
- De minimis – violations that have no direct or immediate relationship to safety or health. The employer shall be verbally notified of the violations and the inspector shall record the violation and the notification in the case file.

Monetary penalties are not normally issued along with the citations for public sector employers in Illinois. These sanctions are reserved for employers who do not meet abatement timeframes or who have repeat or willful violations of the same standards.

TABLE 2.0 - ENFORCEMENT CITATIONS

OFFICE / CITATION	IMMINENT DANGER	SERIOUS	OTHER-THAN-SERIOUS	REPEAT	WILLFUL
Chicago	0	350	307	0	0
Springfield	0	470	178	0	0
Marion	0	157	244	0	0
2009 TOTALS	0	977	729	0	0
Chicago	0	186	922	3	0
Springfield	0	865	110	14	0
Marion	0	57	129	4	0
2010 TOTALS	0	1108	1161	21	0

FATALITY AND ACCIDENT INVESTIGATIONS

If an incident occurs that results in the death of one or more employees or that results in the hospitalization of three or more employees, the employer must report the incident to the Division as soon as physically possible. This notification shall be made within eight hours after the incident or death and can be either orally or in writing. All of the incidents that meet these criteria are investigated by the Division in conjunction with the other agencies to determine if a violation of a known safety and health standard contributed to the incident.

FATALITY INVESTIGATIONS: The Division conducted ten fatalities investigated in 2009 and 29 in 2010. As shown in Table 3.0, heart attacks exceed transportation-related fatalities as the top ranking activity, with Police/Corrections/Security officers being the highest-risk occupation in the Illinois public sector (See Table 3.1). This classification accounts for 33% of the fatalities in the public sector over the past seven years, followed by the Laborers classification with 26% of such fatalities.

2009 CASE SUMMARIES:

- Southern Illinois University – Edwardsville: Operating Engineer. The operating engineer died from cardiac arrest while sitting at his desk. No citations were issued.
- Eastern Illinois University: Asst. Basketball Coach. The assistant women’s basketball coach collapsed during a workout. She died of heart failure, the workout was personal in nature, thus not work-related.
- Eastern Illinois University: Asst. Football Coach. The assistant men’s football coach died in an automobile accident. He was in his personal vehicle but on official school business, thus work-related.
- Forest Preserve District of Cook County: Laborer. A maintenance employee died of cerebral injuries due to a fall down some stairs. No citations issued.
- City of Chicago – Department of Transportation: Laborer. Three Chicago Department of Transportation employees were involved in an automobile accident while unloading a delivery truck. There was one fatally injured when struck by another vehicle and two other employees had minor injuries. Two citations were issued for work zone violations.
- City of Centreville – Police Department: Police officer. An officer was shot while trying to disperse a crowd. No citations were issued.
- Chicago Park District – Mann Park: Plumber. A plumber suffered a heart attack while fixing a drain. No citations issued.
- City of Decatur – Dredge Mobilization Site: Laborer. A contractual employee drowned while inspecting a dredge mobilization site on Lake Decatur. Three citations were issued for violations of the personal protection equipment standard provisions.

- City of Chicago – Animal Control: Animal control officer. An animal control officer had a heart attack and died after walking up three (3) flights of stairs. No citations issued.
- Chicago Public Schools – Williams Elementary School: Case manager. A case manager collapsed while pushing an empty wheelchair. Death was due to natural causes. No citations were issued.
- Naperville Public Schools – Naperville High School: Custodian. A custodian of the high school was found dead in a construction area. It appears that the employee had fallen from the roof area and died of multiple traumatic injuries.

2010 CASE SUMMARIES

- Township of Murphysboro – General Assistance: Laborer. Struck by/pinned by vehicle.
- Village of Washington Park – Village Hall: Administrator. Shot to death, not work-related.
- Hamilton Memorial Hospital District – Nursing Home: Custodian. Heart attack.
- Village of Cowden – Police Department: Police Officer. Traffic accident.
- City of Wyoming – Police Department: Police Officer. Traffic accident.
- University of Illinois-Urbana Champaign: Research Assistant. Hit by train.
- Hindsboro Fire Protection District: Firefighter. Collapsed after response action.
- Clark County Ambulance Service: EMT. Traffic accident.
- Brocton Fire Protection District: Firefighter. Possible heart attack.
- Gavin School District # 37: Custodian. Medical issues.
- City of Chicago – Police Department: Police Officer. Traffic accident.
- City of Highland Park – Public Works: Laborer. Traffic accident.
- Village of Homewood – Fire Department: Firefighter. Overcome during rescue operation.
- Chicago Public Schools – Fairfield Academy: Educator. Possible heart attack.
- Scales Mound Fire Department: Firefighter. ATV accident.
- Village of Utica – Public Works: Laborer. Apparent heart attack.

- IL Dept. of Transportation – Dist. # 1: Laborer. Possible heart attack.
- City of Chicago – Police Department: Police Officer. Gunshot victim.
- City of Chicago – Fire Department: Firefighter. Fall from multi-story.
- Village of Hinsdale – Fire Department: Firefighter. Possible heart attack.
- Mt. Prospect Public Library: Custodian. Apparent heart attack.
- DuPage County – Probation Office: Administrator. Unknown.
- Chicago Transit Authority – Transfer Center: Laborer. Apparent heart attack.
- City of Chicago – Police Department: Police Officer. Gunshot, homicide.
- City of Chicago – Fire Department: Firefighters. Building collapse during fire.
- City of Chicago – Fire Department: Firefighter. Unknown, non-responsive.
- Park Ridge Park District – Oakton Ice Arena: Laborer. Unknown cause of death.
- City of Chicago – Streets & Sanitation Department: Laborer. Traffic accident.

ACCIDENT INVESTIGATIONS: There was one inspection conducted in 2010 and seven related inspections where public sector employees were seriously injured or hospitalized not in conjunction with a fatality. The highest risk classification for these accidents is shared between the Police/Corrections/Security and Firefighters.

Wyanet Fire Protection District
 Sheffield Fire Protection District
 Walnut Fire Protection District
 Mineral-Gold Fire Protection District
 Manlius Fire Protection District
 Buda Fire Protection District
 Buda Rescue Unit

All of these units responded to a large chemical fire in the city of Sheffield. Three responders were hospitalized and many others medically-evaluated.

TABLE 3.0 - FATALITY BY ACTIVITY

EMPLOYEE ACTIVITY/YEAR	2002	2003	2004	2005	2006	2007	2008	2009	2010	TOTALS
Falls	3	0	0	0	0	0	0	2	1	6
Heart Attacks	4	5	3	8	6	4	9	3	10	52
Struck by/ Caught in Machinery	2	4	1	0	3	2	2	1	2	17
Transportation Related	6	5	5	5	8	9	0	1	7	46
Gunshot	4	3	3	0	2	1	2	1	2	18
Electrocution	0	1	0	0	1	0	0	0	0	2
Asphyxiation	0	4	0	2	0	0	1	0	4	11
Drowning	1	0	0	0	1	0	0	1	0	3
Natural Causes or Unknown	1	0	2	0	0	0	0	1	3	7
TOTALS	21	22	14	15	21	16	14	10	29	162

TABLE 3.1 - FATALITY BY OCCUPATION

OCCUPATION	2002	2003	2004	2005	2006	2007	2008	2009	2010	TOTALS
Police/Corrections/ Security	8	7	5	6	8	2	5	2	5	48
Firefighter/EMT	0	2	2	1	4	4	4	0	11	28
Laborer	8	4	3	6	4	5	2	4	7	43
Electrician/Lineman	0	2	0	0	0	0	1	0	0	3
Technician/Engineer	1	0	0	0	0	1	0	0	0	2
Operator	0	1	0	0	0	0	1	1	0	3
Janitor/Custodian	2	1	3	0	3	0	0	1	3	13
Administrator/Education	1	5	1	2	1	1	1	2	3	17
Bus/Tow Truck Driver	1	0	0	0	1	3	0	0	0	5
TOTALS	21	22	14	15	21	16	14	10	29	162

WHISTLEBLOWER INVESTIGATIONS

The Illinois Safety Inspection and Education Act contains provisions that a public employer cannot discharge or in any way discriminate against an employee for filing complaints, testifying or otherwise acting to express rights under this or the Health and Safety Act. Such discrimination complaints must be filed within 30 calendar days after such violation occurs. In order for there to be a viable case there must be four determining factors present: a protected activity, employer knowledge, adverse action and a nexus. The Director of Labor may bring action in the circuit court for appropriate relief, including rehiring, and/or reinstatement of the employee to his or her former position with back pay. There were two whistleblower investigations conducted in 2009 and two in 2010.

2009 ILLINOIS DEPARTMENT OF TRANSPORTATION - DIST. 5 CHAMPAIGN (CASE NUMBER S-S-2009-0600-CI)

An employee submitted a concern that he was being retaliated against for filing a safety complaint with our Division. There was a protected activity and the employer had knowledge of the Whistleblower protections. The adverse action was being sent home with pay until further evaluation for fitness. There was no nexus present, he was not disciplined for filing a safety complaint. Therefore the provisions of the Whistleblower provisions did not apply to this case.

2009 CHAMPAIGN-URBANA MASS TRANSIT DISTRICT - CHAMPAIGN (CASE NUMBER S-S-2010-0088-LCI)

An employee filed a concern that he was dismissed for reporting abusive conduct by his supervisor. The protected activity was not formalized in a complaint with IDOL but was reported to management. The employer knowledge of the Whistleblower protection rights in this type of situation was not proven or disproven. The adverse action was the employee was fired. The nexus did not show that the employee was fired for reporting the supervisor. The employee was dismissed due to violation of the company's clearly defined workplace violence program during the 12-month probationary employment period.

2010 CHICAGO PUBLIC SCHOOLS - SUMNER ACADEMY

An employee filed a concern that she was reassigned from a counselor to a teaching position for reporting a formal complaint with IDOL. She has requested reasonable accommodation and has filed with other agencies. This case is pending.

2010 VILLAGE OF HOFFMAN ESTATES - PUBLIC WORKS DEPARTMENT

An employee filed a concern that she was discriminated against by not receiving documentation of an alleged exposure to other employees in the Public Works Department. This case is pending.

LEGAL ISSUES

APPEALS, HEARINGS, PROPOSED FINES AND LAWSUITS: An employer after receiving a citation, a proposed assessment of penalty, or a notification of failure to correct violation may request a hearing before the Director for an appeal from the citation order, notice of a penalty or abatement period. An employee or representative of an employee may also request a hearing before the Director for an appeal from the citation on the basis that the period of time fixed in the citation for the abatement is unreasonable. There were two cases for which some form of appeal was filed and disposed of for the Division in 2009 and two cases disposed of in the informal hearing process in 2010.

**2009 CITY OF CHICAGO - DIVISION OF WATER MANAGEMENT
(CASE NUMBER C-S-2009-0676-LGI)**

A worksite trench inspection revealed that employees were working in a 6-foot trench without a protective system, means of egress from the trench or a competent person present. A penalty for \$10,000 was issued along with a serious violation. This is not the first time that the City of Chicago - Division of Water Management has violated the trenching/excavation standards.

**2009 ILLINOIS DEPARTMENT OF REVENUE - WILLARD ICE BUILDING
(CASE NUMBERS S-H-2009-0123-CI, S-H-2009-0124-CI AND S-H-2009-0125-CI)**

There were three employees who had concerns about their work area in the lower level of the Willard Ice Building. Similar complaints had been filed over the past six years and some remediation measures taken but had only temporary relief. The Illinois Department of Revenue filed an appeal of the citation for housekeeping issued. After six months, the case was settled informally with the approval of all parties to allow IDOL to identify the hazard and any remediation measures. A thorough investigation of this area, including extensive sampling for potential microbiological contaminants was conducted. Bacterial levels in the carpet appeared to be causing the unusual odor when elevated moisture levels were present. The Illinois Secretary of State along with Central Management Services remediated the area by thorough cleaning of the work area and removal/replacing of carpeting.

2010 VILLAGE OF BARRINGTON - VILLAGE HALL

The Village of Barrington contested the citations issued for ergonomically-related General Duty Clause violation. On April 30, 2010, both parties agreed to settle the contest informally with the following provisions: 1 - the Village conducted "Safe Lifting" training and 2 - the Village developed written procedures for Records Handling. The case was settled and closed.

2010 IL DEPT OF TRANSPORTATION - BELVIDERE STORAGE

The IL Dept. of Transportation contested the citation for no written Hazard Communication plan at this facility. Apparently, the inspector and the employer representative assigned to this inspection were relatively new and were not aware of the presence of the IDOT written programs, nor the proper contacts. The citation was removed and the remaining issues were addressed in accordance with the abatement certifications.

STATE PLAN APPLICATION

OVERVIEW AND STATUS: The Illinois Department of Labor was approved by the United States Department of Labor, Occupational Safety and Health Administration (OSHA), to become a State Plan State for public sector worksites on September 1, 2009. Under the OSHA State Plan Program, states develop and operate their own safety and health programs that are at least as effective as the federal program and are eligible for up to 50 percent matching funds for operating costs. Illinois became the 27th state and/or territory that have OSHA-approved State Plans (22 covering both public and private sector worksites and now five covering public worksites only).

OVERVIEW: The OSHA State Plan process has three major components: The first component is the developmental phase where the state must assure that within three years it will have in place all of the structural elements necessary for an effective occupational safety and health program. The elements include: appropriate legislation, regulations and procedures for standards setting, enforcement, appeal of citations and penalties and a sufficient number of qualified enforcement personnel. Illinois already meets these requirements, but needs to amend the rules to ensure they are at least as effective as the federal statutes. Once the developmental steps have been completed and documented, the state is eligible for certification, which attests to the structural completeness of the plan. An operational status agreement will not be necessary for the Illinois State Plan proposal since OSHA does not have jurisdiction over the public sector and therefore does not have to relinquish any official authority. The ultimate accreditation of a State's plan is called final approval. After at least one year following certification, the State must have demonstrated worker protection 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. Only 19 of the 27 states have attained this level of approval even though their programs have been operational for up to 27 years.

BENEFITS: The Department requested and received \$1.5 million (+12.6% in 2010) in annual federal matching grants, which will be used to supplement Illinois' current safety and health activities. This will help the Department remain proactive in approaching safety and health issues by providing better coverage, more enforcement, increased public awareness and training to help employees and employers better understand health and safety topics. In addition, OSHA approval will increase the professionalism and awareness of our safety and health program, provide the state with more professional resources, including federal certification and training, computer tracking, program reporting, standards development and OSHA laboratory services and testing protocols.

STATUS: The Department received approval and was published in the Federal Register on September 1, 2009. The developmental program details were outlined in the Register as well as the original application. The first developmental steps have been initiated which include rules adoption, hiring critical management staff and developing written programs. The FFY 2011 grant application was submitted and approved in August 2010.

SUMMARY AND CONCLUSION

The Safety Inspection and Education Division has been charged with the duty of enforcing standards developed to protect the health and safety of public sector employees in Illinois. The activities have been grouped into enforcement inspections (approx. 70%) and consultation efforts (approx. 30%) focusing on compliance with the OSHA-adopted IDOL standards. The Division's field staff has experienced some challenges over the past few years due to tight budgets, serious health issues and military duty, but has demonstrated true commitment to their constituencies. The safety inspectors cover an average of twelve counties each, while the industrial hygienists cover roughly one third of the state each. This is a large territory and very difficult to inspect in a timely manner.

The overall activities of the Division have held relatively consistent for the past seven years; some variation has occurred due to staffing vacancies and leaves, emphasis programs and limited travel resources. The fatality rates have been averaging 18 for the past six years, which is just below the national average.

The State Plan program will enhance the Division's health and safety program on all levels. Increasing headcount will provide for better coverage, timelier reporting and more efficient use of travel resources. High-risk emphasis programs can be established that focus on more proactive protection of the highest risk occupations and job duties. Unfortunately, the state's first responders (law enforcement and firefighters) have experienced the highest fatality and injury rates for Illinois. The federal OSHA program does not cover this sector, but this will be a major focus of Illinois' program activities.

The consultation activities of the Illinois program will be more evenly proportioned (50:50) with enforcement and have dedicated staffing. Public awareness campaigns, seminars, outreach programs and partnerships will become a regular component of the program. This will enable public employers to better develop, implement and maintain a proactive approach to their own health and safety programs.

APPENDIX A - ACRONYMS/DEFINITIONS

AFSCME – refers to the American Federation of State County and Municipal Employees union

CFR – refers to the Code of Federal Regulations

CMS – refers to the Illinois Department of Central Management Services

DIRECTOR – refers to the Director of the Illinois Department of Labor, Catherine Shannon for 2007, 2008 and 2009.

DIVISION – refers to the Illinois Department of Labor, Safety Inspection & Education Division

DEPARTMENT – refers to the Illinois Department of Labor

FY – refers to fiscal year

HVAC – refers to the Heating, Ventilation and Air Conditioning system

ILCS – refers to the Illinois Compiled Statutes

ISP – refers to the Illinois State Police

JCAR – refers to the Joint Committee on Administrative Rules

MABAS – refers to the Mutual Aid Box Alarm System

NFPA – refers to the National Fire Protection Association

OSHA – refers to the United States Department of Labor Occupational Safety & Health Administration

OSHSPA – refers to the professional membership association of states with state plans, the Occupational Safety and Health State Plan Association

PEL – refers to the Occupational Safety and Health Administration Permissible Exposure Limit