

FY 2021 State OSHA Annual Report (SOAR)

**STATE OF VERMONT
STATE OSHA ANNUAL REPORT
(SOAR)**

October 1, 2020 through September 30, 2021



Prepared By:

**State of Vermont
Department of Labor
Division of Workers' Compensation and Safety
VOSHA**

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Executive Summary

The Vermont Occupational Safety and Health Administration (VOSHA) submits this State OSHA Annual Report (SOAR) to the Federal Occupational Safety and Health Administration (OSHA) for evaluation of the Vermont State Plan. The SOAR covers the time period of October 1, 2020 through September 30, 2021. VOSHA and Project WorkSAFE, the state's OSHA consultation program, are administered by the Vermont Department of Labor, Division of Worker's Compensation and Safety.

In FY 2021 COVID-19 continued to affect VOSHA as well as all facets of American life. VOSHA continued to struggle with budgetary issues, mostly because the pandemic made it difficult to fill staff vacancies. While VOSHA eventually filled all staff positions, including a long vacant compliance assistance specialist (CAS) position, the State Plan still had to de-obligate funds. The governor deactivated the State of Emergency on June 15, 2021, thus ending an event that was continuous from March 13, 2020, and was easily the longest in the state's history.

VOSHA continued to staff the State Emergency Operations Center (SEOC) and until the deactivation of the State of Emergency maintained a "duty officer" as well. After the declaration was rescinded VOSHA's responsibilities at the SEOC wound down and we gradually ended the duty officer, turning call answering back over to the administrative assistant.

Despite the ongoing pandemic, VOSHA's compliance assistance program was active, with outreaches increasing as well as notable projects (which will be described below). VOSHA adopted the Emergency Temporary Standard for the protection of Health Care workers in July of FY 2021. Also, VOSHA's inspection numbers were lower than expected this year as a result of pandemic-related slowdowns.

By the end of FY 2021, VOSHA had nine field staff and three central office staff on board. At full staffing, VOSHA has seven compliance safety and health officers (CSHOs), one compliance assistance specialist (CAS) and one whistleblower investigator. However that result belied a difficult year of staff turnovers. VOSHA started FY 2021 with one vacant health CSHO position, which was posted multiple times, without satisfactory candidates applying. VOSHA was finally able to fill this position with the new candidate in the second quarter of FY 2021. In the meantime, VOSHA received permission to fill the CAS position in the third quarter. This position was filled by promotion of the safety and health CSHO which, then opened that position for recruitment. In the meantime, VOSHA had been dealing with the whistleblower investigator's performance issues,, which led to the reassignment (out of VOSHA) of this person. VOSHA was able to fill both the whistleblower and the safety CSHO positions in the fourth quarter of FY 2021, to complete the staff filling process.

In addition, the VOSHA Program Manager continued to perform compliance assistance duties, mostly into the fourth quarter, when the CAS was able to take over most of the responsibilities. This was the first time since being promoted to the VOSHA Manager's position that the manager was not the primary source of CAS and Green Mountain Voluntary Protection Program (GMVPP) activities. VOSHA continued pandemic-related CAS activities through FY 2021, although they were less frequent, as employers became more knowledgeable in the science of disease prevention.

COVID-19 continued to interfere with training opportunities for VOSHA staff. However, VOSHA was able to provide an eight-hour refresher for compliance staff, in keeping with current certifications for Hazardous Waste Materials (HAZMAT) Operations level. VOSHA considers these certifications as critical for assistance operations, within a statewide emergency, where a major event calls for operations with exposure to hazardous materials. Additionally, VOSHA provided a two-day Electrical Safety course

for all VOSHA staff. A number of VOSHA staff were able to take on-line OSHA Training Institute (OTI) courses that were offered.

FY 2021 was similar to the previous fiscal year in terms of the VOSHA's performance. Significant pandemic-related issues burdened the process. VOSHA continued to respond to a high number of pandemic-related complaints, especially in the fourth quarter, as the Delta variant spread through the country. VOSHA's usual targeting tools such as site-specific targeting (SST), High Hazard Lists and construction targets (C-Targets) were not available through most of FY 2021. SST lists and C-Targets were made available by middle of the fourth quarter of FY 2021 and the High Hazard lists were not available until the first quarter of FY 2022. This, along with pandemic-related inspection processes through the first half of FY 2021 made it difficult for VOSHA to achieve its inspection goals. Additionally, VOSHA postponed scheduled on-site evaluations for the GMVPP through FY 2021.

. The following table shows VOSHA's staffing pattern at the end of FY 2021. The following is VOSHA's staffing as of September 30, 2021:

- Director of Workers Compensation and Safety: 1
- VOSHA Program Manager: 1
- VOSHA Compliance Supervisor: 1
- VOSHA Program Technician II: 1
- VOSHA Safety Compliance Officers: 4
- VOSHA Health Compliance Officers: 2
- VOSHA Health/Safety Compliance Officer: 1
- VOSHA 11(c) Whistleblower Investigator: 1
- VOSHA Compliance Assistance Specialist: 1
- Total: 12 *NOTE: The Director of Workers Compensation and Safety is not a dedicated VOSHA full-time equivalent (FTE)

Although the 21(d) consultation and 23(g) enforcement programs do not share personnel and maintain separate officers in different locations, the two programs share common goals to ensure workplace safety and health in the State of Vermont. Therefore, the VOSHA and Project WorkSAFE managers continue to work closely together to develop strategies for achieving these goals.

Although the pandemic halted formal training conducted by OTI, VOSHA staff participated in a number of OTI online training opportunities. VOSHA considers training to be a foundation of professionalism and remains committed to training opportunities once they become available. Below is a list of the training that VOSHA staff completed in FY 2021.

Senior Safety Compliance Officer

- HAZMAT Operations Refresher
- Electrical Safety regulations and Standards, 2 day Class

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- HAZMAT Operations Refresher
- Electrical Safety regulations and Standards, 2 day Class

Senior Safety Compliance Officer

- HAZMAT Operations Refresher
- Electrical Safety regulations and Standards, 2 day Class

Senior Safety Compliance Officer

- HAZMAT Operations Refresher
- Electrical Safety regulations and Standards, 2 day Class

Senior Industrial Hygiene Compliance Officer

- HAZMAT Operations Refresher
- Electrical Safety regulations and Standards, 2 day Class

Compliance Assistance Specialist

- HAZMAT Operations Refresher
- Electrical Safety regulations and Standards, 2 day Class

Safety and Industrial Hygiene Compliance Officer

- HAZMAT Operations Refresher
- Electrical Safety regulations and Standards, 2 day Class

Industrial Hygiene Compliance officer

- HAZMAT Operations Refresher
- Electrical Safety regulations and Standards, 2 day Class
- -OTI online training for 1001
- -OIS Health Sampling-Air
- -OIS Health Sampling-Bulk and Wipe
- -OIS Health Sampling – Noise and Direct Reading
- -OIS Unprogrammed Activity

Whistleblower Investigator

- This position was filled just prior to the end of the FY 2021.

Compliance Supervisor

- HAZMAT Operations Refresher
- Electrical Safety regulations and Standards, 2 day Class
- OSHA eLearning Course 0167-When a “Quit” is not a Quit: Work Refusals, Constructive-Discharge January 27, 2021

Compliance Assistance Activities

. In early FY 2020, VOSHA participated in a joint emergency response drill known as CAT4 (short for “storm, category 4 magnitude”). This exercise enabled VOSHA to continue to test and modify its responsibilities in an actual statewide emergency. A significant development in which VOSHA was included was the creation and trial of the “Multi Agency Resource Center” (MARC). This initiative, which was explained in more detail in the FY 2020 SOAR, provided VOSHA with valuable experience in how to provide remote services to areas of the state experiencing a natural disaster. In FY 2021, VOSHA continued to build on this project with additional resources provided, especially in equipping more “Go kits” and placing them around the state in strategic locations. Go-kits contain common personal protective equipment (PPE) such as hearing protection, nitrile gloves, N-95 respirators, safety glasses etc. They also contain extensive information, in the form of fact sheets, instructional PDFs and PowerPoint documents, to allow prospective users an added amount of safety when operating in these conditions. A total of six fully operational “Go-kits” are located throughout the state.

VOSHA remained committed to three key state agency committees in which it serves as a representative of the Vermont Department of Labor.

- 1) State Emergency Response Committee (SERC): This is a statewide committee that meets bi-monthly at the State Emergency Operations Center (SEOC) in Waterbury, Vermont. In addition to VOSHA, this bi-monthly meeting includes the Vermont Department of Public Safety and Homeland Security, Agency of Natural Resources, Vermont Department of Agriculture and Health and various local emergency planning commissions (LEPCs) from around the state. This meeting is usually attended by the VOSHA Manager
- 2) State Elevator Board: This committee consists of the Vermont Department of Public Safety, Fire Prevention Division, various elevator inspection and regulatory entities as well as VOSHA. These monthly meetings are usually attended by the VOSHA Compliance Supervisor
- 3) Vermont Fire Service Training Counsel: This committee, which meets quarterly, focuses on fire service training for volunteers as well as professional fire fighters. The meetings usually include the Director of Fire Service Training, The Vermont Agency of Natural Resources, and representatives of local volunteer and professional fire services.

Participation in the above committees is important as it fulfills VOSHA's role in statewide safety and health as compelled by the state legislature.

VOSHA was involved in another notable outreach effort in FY 2021. In keeping with the theme of the Federal Safe and Sound week, VOSHA attained a proclamation from the Vermont Governor (included in this report) declaring the week of September 12 – 18, 2021 as Vermont Workplace Safety week. Based on that proclamation VOSHA initiated the following activities:

- Monday September 13, 2021, VOSHA hosted the GMVPP conference in Burlington. The conference was an all day event in which GMVPP participants as well as VOSHA gave presentations on safety and health initiatives that followed the core values of the VPP: Management Commitment and Employee Involvement; Workplace Hazard Assessment; Hazard Prevention and Control; Employee Information and Training.
- Each day, Tuesday through Friday, VOSHA hosted a virtual town hall on Microsoft Teams focusing on the aforementioned core values (i.e. Tuesday September 14 – Management Commitment and Employee Involvement, Wednesday September 15 – Workplace Hazard Assessment, etc.)

All activities were free of charge and open to the public (although the Monday event required advanced sign in prior to the event). While attendance was modest for the events, VOSHA believes that we have established a unique and self-sustaining safety and health awareness program that dovetails conveniently with the annual federal Safe and Sound Initiative.

In FY 2021, VOSHA had two Alliances (see below). In FY 2021, the Alliance with the Vermont Safety and Health Council was renewed for another five years.

- Vermont Safety and Health Council
- Vermont Rural Water Association

The GMVPP is the only formal partnership program that VOSHA recognizes. As with FY 2020, the continuing COVID-19 pandemic and the logistics difficulty it caused, in addition to the significant turnover and bring on new staff compelled VOSHA to continue with suspending on site activities within the GMVPP, with the exception of annual evaluations, which VOSHA received. It's VOSHA's intent to resume GMVPP on-site evaluations in order of priority in FY 2022.

Status of GMVPP Sites in FY 2021				
GMVPP Company	Status	Last Approval Date	New Renewal Date	Original Approval Date
1	STAR	4-27-2017	10-31-2022	10-22-2007
2	STAR	4-18-2017	10-10-2022	8-22-2007
3	STAR	1-22-2015	1-22-2020	5-16-2007
4	STAR	4-30-2018	4-30-2023	7-14-2008
5	STAR	5-3-2017	5-3-2022	12-27-2013
6	STAR	12-14-2017	9-11-2020	9-11-2017
7	STAR	10-8-2018	10-8-2021	10-8-2018

One Alliance lapsed in FY 2020. However, VOSHA has reached an agreement with the organization/company to re-sign the Alliance in 2021 for another five years.

Status of Alliances in FY 2020		
Company/Organization	Status	Date Signed
1	Active	12-18-2018
2	Active	3-9-2021

For the first three quarters FY 2021, until the governor rescinded the state of emergency, VOSHA continued operations much the same as in FY 2020. For example, VOSHA continued the daily “call officer” to field calls from concerned employees and employers and provide advice and guidance on the latest COVID-19 information. The number of phone calls continued to vary, but at a notably lower volume. Where the volume was an estimated 40 to 50 calls per day at the height of the pandemic, the volume continued to drift downward towards approximately 10 to 20 calls per day and less until the State of Emergency was lifted. VOSHA also continued using online platforms to conduct virtual town hall meetings and outreaches on topics related to safety, health and COVID-19 workplace safety. However, , as workers were more familiar with the protocols for interacting in the pandemic, the outreaches more reflected the volume and type of outreaches prior to the pandemic. With that said, VOSHA estimates that it conducted 500 outreaches of both the COVID and traditional variety and affected more than 5,000 employers, employees and other stakeholders through duty officer calls, online and on site training, and staffing the SEOC.

VOSHA continues to use Project WorkSAFE’s administrative assistant to disseminate information to stakeholders, organize training and outreach materials, and organize information on the VOSHA website. VOSHA accounts for this staff member’s time as a .1 FTE.

New Equipment

In FY 2021 VOSHA continued to upgrade industrial hygiene sampling equipment with the purchase of a set of noise dosimeters, PPE for CSHOs (including completing a project started in FY 2020 of purchasing and upgrading PAPR respirators for all CSHOs). VOSHA also purchased camera and multimedia equipment to upgrade informational outlets on the VOSHA website. The purchase of equipment will further information consumed by employers and employees in a more familiar way, especially for those that have “grown up” in this current generation of information consumption.

Rulemaking

- In FY 2021 VOSHA completed adoption of 29 CFR 1904.41, Changes to the Electronic Submission of Injury and Illness Records to OSHA
- VOSHA also decided that it would not adopt Cranes and Derricks in Construction: Railroad Roadway Work.

- VOSHA adopted the Emergency Temporary Standard: Subpart U, Protection of Healthcare Workers from COVID-19 infection.

VOSHA is currently working on the following rules for FY 2022:

1. **Revising the Beryllium Standard for General Industry, Construction and Shipyard**

Employment: The General Industry portion of this rule is in the final stages of adoption and will be completed in the first quarter of FY 2022. VOSHA intends to begin the rulemaking process for the Construction and Shipyard Employment portion of this rule in the first quarter of FY 2022.. These rules were delayed by the pandemic which disrupted the work of the legislative committees that review and act on these rules. Thus, the rulemaking was paused for several months.

2. **Standards Improvement Project – Phase IV (SIP-IV):** The portion of this rule that applies to healthcare has been adopted in FY 2021. The portion that applies to General Industry, Construction and Shipyard Employment will be adopted in FY 2022.

Staffing

VOSHA was able to fill all currently vacant positions within the program in FY 2021.

Inspections

The continuing COVID-19 Pandemic and resulting change of activities as well as the hiring of two new CSHOs within the fiscal year continued the pressure on compliance activities, as discussed above. As a result, VOSHA’s was unable to achieve its goals for inspections. VOSHA conducted 141 inspections in FY 2021. Of this total, 107 were classified as safety and 34 were classified as health. VOSHA conducted eight inspections in state and local government, and 55 inspections in construction. Of a total of 180 violations issued in FY 2021, 158 were classified as serious and 22 were classified as other-than-serious.

VOSHA continues to find value in the requirement that employers mandatorily report injuries that require hospitalization of one or more employees, amputations, loss of an eye. We find that these incidents help to more directly focus our resources in problematic areas.

	Projected FY 2021			Actual FY 2021		
	Safety	Health	Total	Safety	Health	Total
TOTAL INSPECTIONS	207	38	245	107	34	141
Private Sector	194	31	225	104	29	133
Public Sector	13	7	20	3	5	8
TOTAL CONSTRUCTION INSPECTIONS	132	13	145	53	2	55
Commercial Construction	22	3	25	6	0	6
Highway, Street, Bridge and Work Zones	15		15	5	0	5
Roofing	30		30	18	0	18
Residential Construction	25		25	6	0	6
Noise/Silica/Chrome VI/lead		10	10	0	2	2
Trenching/Excavation	30		30	3	0	3

Cranes/Powered Industrial Trucks	10		10			10	0	10
Other, Struck by, Amputation/Construction Injury/Electrical						4	0	4
TOTAL NON-CONSTRUCTION INSPECTIONS	77	23	100			54	32	86
Food Processing	1	3	4			1	0	1
Lumber and Wood Products	3	2	5			1	0	1
Amputations	22		22			10	0	10
Inspections at worksites mandatorily reporting injury/illness incidents	24	4	28			13	3	16
Combustible Dust		1	1			0	1	1
PSM		1	1			0	0	0
PIT	16		16			3	0	3
Public Sector	10	10	20			3	5	8
Granite/Concrete	1	1	2			0	1	1
Nursing Homes		1	1			0	1	1
Other						23	21	44

I. Summary of Annual Performance Plan Results

FY 2021 was the second year of VOSHA's current five-year Strategic Plan.

STRATEGIC GOAL #1: Insure Workplaces are Safe and Healthy		
Strategic Objective: Promote safe and healthy in workplaces, particularly in high-risk industries.		
GOAL	FY 2024 Strategic Plan OUTCOME/Number of Inspections Conducted	COMMENT
Compliance Inspection Activities (Construction)		
Performance Goal: Construction: By 2024, VOSHA will reduce the baseline TRC rate of 4.9 by 10%, to 4.1.	VOSHA has established a baseline TRC rate of 4.9 for the construction industry, which is based on the average of Vermont's TRC rates in construction over the past three years (2015, 2016 and 2017). By	The outcome for this goal is still to be determined

	the end of FY 2024, VOSHA plans to reduce the baseline TRC rate of 4.9 by 10 %, to 4.41.	
Conduct 25 inspections in residential construction	VOSHA conducted 6 inspections in residential construction	Goal not met
Conduct 30 inspections in commercial construction	VOSHA conducted 6 inspections in commercial construction	Goal not met
Conduct 30 inspections in trenching and excavation	VOSHA conducted 3 inspections in trenching and excavation	Goal not met
Conduct 15 highway, street and bridge construction and work zone inspections	VOSHA conducted 5 inspections in Highway, bridge and street construction	Goal not met
Conduct 30 roofing inspections	VOSHA conducted 18 roofing inspections	Goal not met
Conduct 10 inspections in cranes and powered industrial trucks	VOSHA conducted 10 inspections in cranes and powered industrial trucks in construction	Goal was met
Conduct 10 inspections for health related exposures in construction including Noise/Silica/Chromium VI/Lead	VOSHA conducted 2 inspections related to health exposures in construction	Goal not met
Other inspections	VOSHA conducted 4 inspections in areas such as truck-by, amputation/construction injury/electrical	This was not a stated goal but important in the overall effort to reduce hazards

STRATEGIC GOAL #1: Insure Workplaces are Safe and Healthy CONTINUED		
Strategic Objective: Strategic Objective: Promote safe and healthy in workplaces, particularly in high-risk industries.		
GOAL	FY2020 OUTCOME	COMMENT
Compliance Inspection Activities (General Industry)		
Performance Goal: General Industry: By		The outcome of this goal is to be determined

2024 reduce the TRC rate of workplace injuries, illnesses and fatalities in general industry by 10%	VOSHA has established a baseline TRC rate of 5.1 for general industry, which is based on an average of Vermont's TRC rates in general industry over the past three years (2015, 2016 and 2017). By the end of 2024, VOSHA plans to reduce the baseline TRC rate of 5.1 by 10%, to 4.59. In support of this goal, VOSHA will focus on reducing TRC rates in the targeted industries listed below over the five-year term of the strategic plan.	
Conduct 4 food processing inspections	VOSHA conducted 1 inspections at food processing facilities	Goal not met
Conduct 5 lumber and wood products manufacturing inspections	VOSHA conducted 1 inspections at lumber and wood products manufacturing facilities	Goal not met
Conduct 22 inspections where there are amputation hazards	VOSHA conducted 10 inspections in amputation related hazards	Goal not met
Conduct 2 inspections in the granite and concrete industry	VOSHA conducted 1 inspections in the granite and concrete industry	Goal not met
Conduct 28 Inspections at worksites mandatorily reporting injury/illness incidents	VOSHA conducted 13 inspections at worksites mandatorily reporting injury/illness incidents	Goal not met
Conduct 20 Inspections of public sector worksites	VOSHA conducted 8 inspections at public sector worksites.	Goal not met
Conduct 16 inspections in workplaces where	VOSHA conducted 3 inspections in workplaces where	Goal not met

Powered Industrial Trucks (PIT's) are in use	powered industrial trucks were in use	
Conduct 1 inspections of Nursing Homes	VOSHA conducted 1 inspection in nursing homes	Goal was met
Conduct 1 inspections in workplaces with combustible dust hazards.	VOSHA conducted 1 inspection with combustible dust hazards	Goal was met
Other inspections	VOSHA conducted 44 inspections in areas such as electrical hazards, warehousing, noise exposures, etc.	This was not a stated goal but important in the overall effort to reduce hazards
1. Strategic Goal #2: Foster a culture of continuous safety and health improvement in Vermont's workplaces through compliance assistance, Alliances and the Green Mountain Voluntary Protections Program.		
Strategic Objective: Maintain VOSHA's current GMVPP and Alliance programs and provide outreach and training and assistance to employers and employee groups.		
Goal	FY 2021 Outcome	Comment
Performance Goal 2.1- Maintain recognition of excellence in safety and health management through the GMVPP	VOSHA continued to support the current GMVPP sites, though GMVPP activities, especially site visits, were eliminated because of the pandemic. VOSHA continues to review annual reports from the existing sites.	While VOSHA did not conduct on site activities at GMVPP sites in FY 2021, we maintained a vigorous line of communication with the sites, including informal communication, review of annual submissions and engagement through the GMVPP seminar hosted in September.
Performance Goal 2.2- Maintain relationships with organizations that cover targeted, high hazard areas, through the VOSHA Alliance Program	VOSHA continued to service two active Alliances. These Alliances are with 1) Vermont Rural Water Association and 2) Vermont Safety and Health Council. VOSHA continues an active and rewarding relationship with these two organizations, including a number of outreaches.	VOSHA and Project WorkSAFE renewed the Alliance with the Vermont Safety and health Council in the first quarter of FY 2021.
Performance Goal 2.3- Maintain a	The governor's declaration of	

reduced schedule of service to participants in VOSHA’s outreach and training programs	emergency and the opening of the SEOC, which ended at the beginning of the fourth quarter of FY 2021, resulted in an 500 outreaches of both the COVID and traditional variety and affected more than 5000 employers, employees and other stakeholders through duty officer calls, online and on site training, and staffing the SEOC	The goal was met, as the pandemic became more well known, the ballooning outreach for this purpose expectedly faded.
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II. Progress Toward Strategic Plan Accomplishments

Year	All	Private sector	Manufacturing	Construction	State and Local Government
2015, 2016, 2017 average (baseline)	4.8	4.7	5.1	4.9	5.0
2020	4.6	4.6	5.1	4.8	4.7
2021	3.5	3.6	4.3	5.3	3.1
2022					
2023					
2024					

III. Mandated Activities

In the above sections, VOSHA has already discussed the FY 2021 results for compliance assistance, inspection and consultation activities, as well as rulemaking. VOSHA performed well on most SAMMs in FY 2021.

IV. Special Measures of Effectiveness/Special Accomplishments

As discussed above, VOSHA used some extra funds and a unique time for employers to engage on a unique project. In September 2021 VOSHA asked the governor to declare Vermont Workplace Safety Week. VOSHA designed specific activities for each day of that week, including a “kickoff” GMVPP conference on the Monday and theme-related virtual town halls on each subsequent day of that week.

V. Adjustments or Other Issues

In FY 2021, VOSHA continued to work and improve in two areas that were outlined in the 2020 FAME. These areas are outlined below:

Casefile Documentation:

1) Observation: CSHOs did not follow the guidance in Chapter 5 of the VOSHA Field Operations Manual (FOM) for documenting violations by taking notes on worker interviews and including them in the case file.

2) Observation: CSHOs did not document the severity assessment or incorrectly applied the severity assessment to the cited hazard.

VOSHA provided training and counseling for CSHOs regarding the above issues. VOSHA believes that improvement was made in this area.

Other issues VOSHA continued to work on in FY 2021 as follows:

1) Abatement Verification: VOSHA continues to improve in this area, but more work needs to be done. VOSHA has improved procedures for tracking abatements by using OIS Reports to identify employers who have not abated or filed a report of abatement. Furthermore, VOSHA has conducted an increasing number of follow-up inspections for non-responding employers.

2) Penalty Retention: VOSHA has worked towards settlement agreements that retain more percentage of penalties. While penalty retention is a function of case settlement (either informally or formally) a significant factor is strength in case documentation. VOSHA believes that improvements in case documentation have increased penalty retention.

VI. State Internal Evaluation Program (SIEP) Report:

Much as was the case for FY 2020, VOSHA proposes to delay a SIEP report until FY 2022. As the factors relating to “normal” operations were at play for much of the fiscal year pressure remained on the program and VOSHA believes that results of a SIEP evaluation would not be accurate.

**State of Vermont
Executive Department
A Proclamation**

WHEREAS, the development of safety and health programs in Vermont is important to protect Vermont workers and employers, keeping health and safety in the workplace a top priority; and

WHEREAS, raising awareness and participation in these programs can prevent workplace injuries, improve compliance with regulations, and increase productivity; and

WHEREAS, employers that implement health and safety programs see both a financial and intrinsic benefit, as Vermont's top employers for workplace safety can see as much as 80% reduction in workday injuries, while reducing in workers' compensation costs, and are able to improve the performance and retention of their workforce; and

WHEREAS, the Vermont Occupational Safety and Health Administration works to bring awareness to Vermont safety and health programs, both working to protect Vermonters in the workplace, while also working with employers to ensure they meet or exceed Vermont's safety and health requirements; and

WHEREAS, communicating to Vermonters the importance of workplace safety initiatives will bring further awareness to increase participation in programs to prevent workplace injuries and improve the overall safety of the workplace across the state, benefitting all Vermonters and employers.

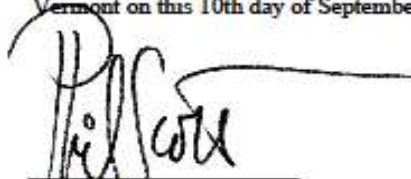
NOW, THEREFORE, I, Philip B. Scott, Governor, hereby proclaim September 12-18, 2021 as

VERMONT WORKPLACE SAFETY WEEK

in Vermont.



Given under my hand and the Great Seal of the State of Vermont on this 10th day of September, A.D. 2021.


Philip B. Scott
Governor


Brittney L. Wilson
Secretary of Civil and Military Affairs