

**State of Alaska**  
**Department of Labor and Workforce Development**  
**Labor Standards and Safety Division**  
**Occupational Safety and Health**

**AKOSH**  
**Evaluation Report for FY2020**

**Combined Report Period**  
**October 1, 2019 through September 30, 2020**

**Plan Approval: July 24, 1973**  
**Certification: September 9, 1977**  
**Final Approval: September 14, 1984**

**Dr. Tamika L. Ledbetter**  
**Commissioner**  
**Department of Labor and**  
**Workforce Development**

**Joseph A. Knowles**  
**Director**  
**Labor Standards and Safety**

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## I. Introduction

### History

Alaska's original state plan for industrial safety and health was submitted to the U.S. Secretary of Labor for approval on December 8, 1972. The Alaska Legislature enacted legislation in 1973 to bring the safety division, statutes, and regulations into conformity with the OSHA Act of 1970. The Alaska Occupational Safety and Health Statutes, AS 18.60.010 – 105, became effective on July 24, 1973. Alaska completed the development steps required under Section 18(b) of the Act on or before October 1, 1976 and received 18(e) certification on September 14, 1977. The State Plan received 18(e) final approval by the U.S. Department of Labor on September 26, 1984.

This combined Report (FFY20) outlines our progress towards accomplishing the goals of the FY20 Annual Performance Plan agreed to by AKOSH and OSHA and its impact on the progress toward accomplishing the goals set down in the Five-Year Strategic Plan as well as a summary of the results of the FY19 – FY23 Strategic Plan. These plans are intended to be comprehensive in scope, replacing the federal/AKOSH comparison method formally used by OSHA to measure our effectiveness.

AKOSH will develop an annual performance plan with Federal OSHA for each year of the Five-Year Strategic Plan. The performance measures outlined in these plans are results-oriented. However, statistical analysis of the identified specific performance measures will also be used to determine if the activities included in the plans had a positive impact on the performance goal of reducing the number of injuries and illnesses in the workplace.

### Mission

The primary mission of the AKOSH program is to work in partnership with Alaskan workers and employers toward eliminating workplace injuries, illnesses, and workplace fatalities. However, the location, geography, and demography of the state results in work sites and practices that are unique to Alaska. As a result, the State of Alaska administers its own occupational safety and health program because we are more able to respond quickly to the unique needs and circumstances of our state.

### Organization

The Alaska Occupational Safety and Health Program is located in the Alaska Department of Labor and Workforce Development, Division of Labor Standards and Safety. Commissioner Dr. Tamika L. Ledbetter heads the Department. Director Joseph A. Knowles heads the Labor Standards and Safety Division, which is divided into two sections: Enforcement and Consultation and Training. The Enforcement section has one Chief of Enforcement who supervises five Industrial Hygienist (IH) positions, six Safety & Compliance officer positions, and one Project Assistant who supervises two (2) Office Assistant II positions. The Consultation and Training section has one Chief of Consultation and Training who supervises three (3) Industrial Hygienist (IH) positions, eight Safety & Compliance consultant positions, one Training Specialist II and one (1) Office Assistant II position.

**AKOSH Personnel Chart**

*Anchorage*

Enforcement

Ronald Larsen - Chief

Consultation & Training

Elaine Banda - Chief

Administration

Joseph A. Knowles - Director

Enforcement Officers

Brandon Field -S  
 James Pinder -S  
 Brandon Haworth -S  
 Melody Russo\* -S  
 Caroline Roy -H  
 W. Dale Williamson -H  
**Vacant\*\*** -H  
**Vacant\*\*** -H  
**Vacant\*\*** -H

Consultants

Christian Hendrickson - S  
 J. Mitch Wallace - S  
 Scott Damerow - S  
 Donald Farwell - S  
 Kenneth Brown - S  
**Vacant\*\*** - S  
 Angelo Romano - H  
 Christina Lewis - H  
**Vacant\*\*** - H

Administration

Yana Rekoun - Project Assistant  
 Curliah Young - Office Assistant II  
 Juanita Cassellius - Office Assistant II  
 DawnRae Dufford - Office Assistant II  
Administration  
**Vacant\*\*** - Admin Assistant III  
 Lynell Courtad - Admin Assistant I  
 Josh Sasse - Admin Assistant I

Training Specialist II

Ashley Conley

*Juneau*

Enforcement Officers

Paul Jennings - S

Consultants

Lauri Bitz - S

Administration

Jennifer Rowcroft - Admin Officer II  
 - Regulation Specialist  
 Rebecca Weimer  
 Kathyne Roldan - Admin Assistant I

*Fairbanks*

Enforcement Officers

Gerald Fillingim - S

Consultants

Adante Jones - S

**Note:** \* This position performs the duties of the Discrimination officer.  
 \*\* AKOSH has already recruited or in the process of recruiting for these positions.

**AKOSH Personnel changes breakdown by quarters:**

<i>1<sup>st</sup> quarter – 10/1/19 through 12/31/19</i>	
Consultation	
	Doug Cline – hired as Safety Consultant in Fairbanks office Kelly Carothers – resigned
Administration	
	Juanita Cassellius – hired as Office Assistant II for Consultation and Training
<i>2<sup>nd</sup> quarter – 1/1/20 through 3/31/20</i>	
Enforcement	
	Suzanna McCracken – transferred to Enforcement from AKOSH Consultation
Consultation	
	Kenneth Brown – hired as Safety Consultant in Anchorage office Doug Cline – resigned Suzanna McCracken – transferred to AKOSH enforcement Ashley Conley – hired as Training Specialist II
Administration	
	Natasha Castaneda – resigned Rebecca Wilson – hired as Admin Assistant III
<i>3<sup>rd</sup> quarter – 4/1/20 through 6/30/20</i>	
Enforcement	
	Suzanne McCracken - resigned
Administration	
	Aaron Acuna – transferred to another department with SOA David Grosshuesch – transferred to another section of DOL SOA Becca Wilson – transferred to another department with SOA Joshua Sasse – transferred to another section of LSS SOA Curliah Young - hired into OA II with enforcement Joseph Knowles – appointed as Director of Labor Standards and Safety
<i>4<sup>th</sup> quarter – 7/1/20 through 9/30/20</i>	
Enforcement	
	Jorge “Gus” Azpilcueta - resigned
Consultation	
	Adante Jones – hired as Safety Consultant in Fairbanks office
Administration	
	Rebecca Wilson – transferred to another department with SOA Jennifer Rowcroft – hired as Admin Officer II

**II. Summary of Results Related to Annual Performance Plan for Both 21(d) and 23(g) Grants.**

**AKOSH Five Year Strategic Goal 1:**

Improve workplace safety and health in both the public and private sectors as evidenced by a reduction in the rate of injuries, illnesses and fatalities through AKOSH enforcement and consultation and training programs activities.

<b>Strategic Performance Goal # 1.1</b>	By the end of FY2023, reduce the rate of workplace fatalities caused by circumstances that are under AKOSH jurisdiction by 10%.
<b>Strategy</b>	Concentrate on the primary causes of fatalities and the industries where fatalities take place.
<b>Performance Indicator(s)</b>	The annual and 5-year total number of workplace fatalities in AKOSH jurisdiction as compared to the average number of workplace fatalities under AKOSH jurisdiction for the previous 5-year period.
<b>Data Source(s)</b>	OIS fatality investigation counts
<b>Baseline</b>	1.12 fatalities per 100,000 employees
<b>Comment</b>	The fatality rate in Alaska for fatalities caused by circumstances under the control of AKOSH is very low. The plan does not require year-by-year reductions. The overall goal is a 10% reduction in the rate of workplace fatalities over the 5 year baseline. AKOSH monitors the number of fatalities each year by industry and targets resources to the industrial categories where fatalities are occurring.

**23(g) & 21(d) PROGRAM RESULTS**

Quarter	# of Fatalities	Cause of Death	NAICS Industry
1 <sup>st</sup>	1	Drowning	231112 / 113310
2 <sup>nd</sup>	0		
3 <sup>rd</sup>	0		
4 <sup>th</sup>	1	Electric Shock	541330
<b>FY20 Total</b>	<b>2</b>		

**Note:** 1<sup>st</sup> quarter: Event date is 10/24/2019.  
 4<sup>th</sup> quarter: Event date is 9/1/2020.

**Strategic Plan Period (FY19-23) Running Total # of Fatalities =5**

**Strategic Plan Period (FY19-23) Target Rate = 1.12 / 100,000 Employees**

**Strategic Plan Period (FY19-23) Actual Rate =** to be determined at the end of 5-year strategic period

**Comments:** None

<b>Annual Performance Goal #1.2</b>	Reduce the lost time injuries and illnesses rate in construction (NAICS 236-238990) as determined by the <i>lost time</i> injuries and illnesses per hundred employees by 2% per each year of the strategic plan.
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<b>Strategy</b>	<ul style="list-style-type: none"> <li>• Conduct scheduled inspections in the construction industry paying particular attention to worksites where “caught in or between”, “struck by” and “falling” incidents are most likely to happen.</li> <li>• Conduct seminars, workshops, on-site consultation, and special programs in public sector, target training and consultation towards those activities most likely to experience “caught in or between”, “struck by” or “falling” incidents.</li> </ul>
<b>Performance Indicator(s)</b>	<ul style="list-style-type: none"> <li>• 130 completed enforcement inspections in construction industry and 70 consultation and training visits,</li> <li>• Number of seminars, workshops, on-site consultations, and special programs completed in construction industry,</li> <li>• Percentage change in <i>lost time</i> injuries and illnesses compared to number of workers in construction industry.</li> </ul>
<b>Data Source(s)</b>	OIS, Injury/Illnesses data: Alaska State Workers Compensation lost time claims, and Employment data: Alaska State Department of Labor and Workforce Development.
<b>Baseline</b>	<ul style="list-style-type: none"> <li>• FY2012-2016 average construction industry <i>lost time</i> injury and illness rate was 2.02 per 100 employees.</li> <li>• FY2020 target goal is 1.94 per 100 employees, a decrease of 4% or 0.08 from base per 100 employees.</li> </ul>
<b>Comment</b>	The target goal incorporates the 2% reduction required for each year of the FY19-23 AKOSH Strategic Plan resulting in a cumulative decrease of 0.20 per 100 employees for the 5-year period of the strategic plan.

*Performance Strategy Outcomes:*

Enforcement:

**23(g)**

Quarter	# Inspections
1 <sup>st</sup>	14
2 <sup>nd</sup>	21
3 <sup>rd</sup>	15
4 <sup>th</sup>	20
<b>FY20 Total</b>	<b>70</b>

Consultation:

# Visits	# Compliance Assistance	Total Affected
2	0	2
0	0	0
0	1	1
0	0	0
<b>2</b>	<b>1</b>	<b>3</b>

Consultation:

**21(d)**

Quarter	# Visits	# Compliance Assistance	Total Affected
1 <sup>st</sup>	23	13	40
2 <sup>nd</sup>	18	1	15
3 <sup>rd</sup>	27	7	177
4 <sup>th</sup>	27	8	42
<b>FY20 Total</b>	<b>95</b>	<b>29</b>	<b>274</b>

**Note:** Compliance assistance includes conferences & seminars, formal training, interpretations and outreach assistance.

**FY20 Annual Goal Target = 1.94/100 employees**

**FY20 Actual Outcome = 1.56 per 100 employees**

**Comments:** AKOSH has achieved the performance goal for construction industry lowering the lost time injuries and illnesses rate by at least 2% from FY 2019 the annual target goal rate. Despite current pandemic, Consultation and Training services has reached the strategic goal by conducting at least 70 consultation and training visits. However, enforcement has not reached the strategic goal due to the current pandemic and statewide travel restrictions, closed businesses and reduced work activities affecting inspection activities. See section VI *COVID-19 Related: Activities and Impact* of this report.

<b>Annual Performance Goal # 1.3</b>	Reduce the lost time injuries and illnesses rate in the healthcare industry (NAICS 621-624410) as determined by the number of injuries and illnesses per hundred employees by 2%.
<b>Strategy</b>	<ul style="list-style-type: none"> <li>• Conduct scheduled inspections in the healthcare worksites where “slips, trips, and falls”, “overexertion and bodily reaction”, “contact with objects”, and “workplace violence” incidents are most likely to happen,</li> <li>• Conduct seminars, workshops, on-site consultation, and special programs in public sector, target training and consultation towards those activities most likely to experience “slips, trips, and falls”, “overexertion and bodily reaction”, “contact with objects”, and “workplace violence” incidents.</li> </ul>
<b>Performance Indicator(s)</b>	<ul style="list-style-type: none"> <li>• 65 completed enforcement inspections in the healthcare industry and 30 consultation and training visits,</li> <li>• Number of seminars, workshops, on-site consultations, and special programs completed in the healthcare industry,</li> <li>• Percentage change in injuries and illnesses compared to number of workers in the healthcare industry.</li> </ul>
<b>Data Source(s)</b>	OIS, Injury/Illnesses data: Alaska State Workers Compensation <i>lost time</i> claims, and Employment data: Alaska State Department of Labor and Workforce Development
<b>Baseline</b>	<ul style="list-style-type: none"> <li>• FY2012-2016 average healthcare industry <i>lost time</i> injury and illness rate was 1.34 per 100 employees.</li> <li>• FY2020 target goal is 1.29 per 100 employees, a decrease of 4% or 0.05 from base per 100 employees.</li> </ul>
<b>Comment</b>	The target goal incorporates the 2% reduction required for each year of the FY19-23 AKOSH Strategic Plan resulting in a cumulative decrease of 0.13 per 100 employees for the 5-year period of the strategic plan.



*Performance Strategy Outcomes:*

23(g)	Enforcement:		Consultation:		
	Quarter	# Inspections	# Visits	# Compliance Assistance	Total Affected
	1 <sup>st</sup>	2	0	0	0
	2 <sup>nd</sup>	11	0	3	37
	3 <sup>rd</sup>	1	0	1	1
	4 <sup>th</sup>	11	0	0	0
	<b>FY20 Total</b>	<b>25</b>	<b>0</b>	<b>4</b>	<b>38</b>

21(d)	Consultation:			
	Quarter	# Visits	# Compliance Assistance	Total Affected
	1 <sup>st</sup>	11	36	132
	2 <sup>nd</sup>	15	13	73
	3 <sup>rd</sup>	12	12	362
	4 <sup>th</sup>	10	1	1
	<b>FY20 Total</b>	<b>48</b>	<b>62</b>	<b>568</b>

**Note:** Compliance Assistance includes conferences & seminars, formal training, interpretations and outreach assistance

**FY20 Annual Goal Target = 1.29 /100 employees**

**FY20 Actual Outcome = 1.24 / 100 employees**

**Comments:** AKOSH has achieved the performance goal for healthcare industry lowering the lost time injuries and illnesses rate by at least 2% from the FY 2019 annual target goal rate. Despite the current pandemic, Consultation and Training services has reached the strategic goal by conducting at least 30 consultation and training visits. However, enforcement has not reached the strategic goal due to the pandemic and statewide travel restrictions, closed businesses and reduced work activities affecting inspection activities. See section VI *COVID-19 Related: Activities and Impact* of this report.

<b>Annual Performance Goal # 1.4</b>	Reduce the lost time injuries and illnesses rate in seafood processing industry sector (NAICS 31171-311712, 42446-424460, and 445220) as determined by the number of injuries illnesses per hundred employees by 2%.
<b>Strategy</b>	<ul style="list-style-type: none"> <li>• Conduct scheduled inspections in seafood processing industry paying particular attention to worksites where “falling”, “caught in or between” and “pinch-point” (including amputation) incidents are most likely to happen.</li> <li>• Focus consultation and outreach efforts on the causes of “falling”, “caught in or between”, and “pinch-point” (including amputation) incidents.</li> <li>• Target training and consultations toward those activities most likely to experience “falling”, “caught in or between” and “pinch-point” (including amputation) incidents.</li> </ul>

<b>Performance Indicator(s)</b>	<ul style="list-style-type: none"> <li>• 15 completed enforcement inspections in seafood processing industry sector and 8 consultation and training visits,</li> <li>• Percentage change in injuries and illnesses compared to number of workers in seafood processing industry sector.</li> </ul>
<b>Data Source(s)</b>	OIS, Injury/Illnesses data: Alaska State Workers Compensation lost time claims, and Employment data: Alaska State Department of Labor and Workforce Development
<b>Baseline</b>	<ul style="list-style-type: none"> <li>• FY2012-2016 average seafood industry loss time injury illness rate was 4.30 per 100 employees.</li> <li>• FY2020 target goal is 4.13 per 100 employees, a decrease of 4% or 0.17 from base per 100 employees.</li> </ul>
<b>Comment</b>	The target goal incorporates the 2% reduction required for each year of the FY19-23 AKOSH Strategic Plan resulting in a cumulative decrease of 0.43 per 100 employees for the 5-year period of the strategic plan.

*Performance Strategy Outcomes:*

Enforcement:

<b>23(g)</b>	<b>Quarter</b>	<b># Inspections</b>
	1 <sup>st</sup>	0
	2 <sup>nd</sup>	0
	3 <sup>rd</sup>	1
	4 <sup>th</sup>	8
<b>FY20 Total</b>		<b>9</b>

Consultation:

<b>21(d)</b>	<b>Quarter</b>	<b># Visits</b>	<b># Compliance Assistance</b>	<b>Total Affected</b>
	1 <sup>st</sup>	3	1	34
	2 <sup>nd</sup>	0	1	1
	3 <sup>rd</sup>	5	3	3
	4 <sup>th</sup>	2	0	0
<b>FY20 Total</b>		<b>10</b>	<b>5</b>	<b>38</b>

**Note:** Compliance assistance includes conferences & seminars, formal training, interpretations and outreach assistance

***FY20 Annual Goal Target = 4.13 /100 employees***

***FY20 Actual Outcome\* = 5.86 / 100 employees***

**Comments:** Despite current pandemic, Consultation and Training services has reached the strategic goal by conducting at least 8 consultation and training visits in seafood processing industry. However, overall AKOSH has not achieved the performance goal to reduce the lost time injuries and illnesses rate from FY19 annual target goal for seafood processing industry. Furthermore, enforcement has not reached the strategic goal due to the current pandemic and statewide travel restrictions, closed businesses and reduced work activities affecting inspection activities. See section VI *COVID-19 Related: Activities and Impact* of this report.

<b>Annual Performance Goal # 1.5a</b>	Initiate inspections of fatalities and catastrophes within one (1) working day and other reportable incidents of two or less hospitalizations within five (5) working days for 100% of occurrences.
<b>Strategy</b>	Initiate inspections of fatalities and incidents where three or more workers are hospitalized within one (1) working day and where one or two workers are hospitalized within five (5) working days.
<b>Performance Indicator(s)</b>	Percent of FAT/CAT with inspections initiated within 1 day for fatalities and incidents of 3 or more hospitalizations and within 7 working days for incidents of 2 or less hospitalizations.
<b>Data Source(s)</b>	OIS
<b>Baseline</b>	100% within time limits (FY 2017)
<b>Comment</b>	<ul style="list-style-type: none"> <li>• The threshold of three or more hospitalizations meets the federal standards for a catastrophe and the threshold of one to two hospitalizations meets state requirements.</li> <li>• Investigations delayed due to limitations that exist in Alaska such as weather, lack of roads, and travel restrictions, will not be counted against the percentage. However, an investigation will be initiated as soon as conditions permit.</li> <li>• Hospitalizations equates to an in-patient overnight stay of at least one night.</li> </ul>

*Performance Strategy Outcomes:*

Quarter	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	FY20 Totals	% Within Time Limits	
<b>Fatalities:</b>							
Total # Fatalities:	1	0	0	1	2	<b>100%</b>	
# Within 1 Day:	1	0	0	1	2		
% Within 1 Day:	100%	0%	0%	100%	100%		
<b>Catastrophes:</b>							
3 or more patients:	0	0	0	0	0		
# Within 1 Day:	0	0	0	0	0		
% Within 1 Day:	0%	0%	0%	0%	0%		
<b>Hospitalizations:</b>							
2 or less patients:	5	3	2	4	14		
# Within 5 Days*:	5	3	2	4	14		
% Within 5 Days*:	100%	100%	100%	100%	100%		

\*(Working days) – or meets requirement for delay.

**Notes:** None

**Comments:** AKOSH has met this annual performance goal.

<b>Annual Performance Goal # 1.5b</b>	Initiate inquiries within one (1) working day or conduct inspections within five (5) working days for 100% of formal complaints.
<b>Strategy</b>	Initiate inspections within five (5) working days or investigation within one (1) working day of worker complaints for 90% of the cases.
<b>Performance Indicator(s)</b>	Percent of formal complaint inquiries initiated within 1 working day and inspections within 5 working days.
<b>Data Source(s)</b>	OIS
<b>Baseline</b>	100% within time limits (FY 2017)
<b>Comment</b>	Inspections will be initiated as soon as conditions permit; but, when necessarily delayed due to weather or other travel restrictions beyond AKOSH control, they will be excluded from this measure.

*Performance Strategy Outcomes:*

Quarter	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	FY20 Totals	% Within Time Limits
<i>Complaint Inquiries:</i>						
# Inquiries:	6	16	31	14	67	<b>97%</b>
# Within 1 Day:	5	15	29	14	63	
% Within 1 Day:	83%	94%	94%	100%	94%	
<i>Complaint Inspections: (On-site)</i>						
# Inspections:	21	19	9	17	66	
# Within 5 Days*:	21	19	9	17	66	
% Within 5 Days*:	100%	100%	100%	100%	100%	

\*(Working days) – or meets requirement for delay.

**Comments:** Referencing measure 2A on MAMM, AKOSH has met the outcome goal for conducting timely inspections based on the received complaints, and it has improved response time to initiate complaint inquiries.

<b>Annual Performance Goal # 1.5c</b>	Reduce the backlog of docketed cases from previous years
<b>Strategy</b>	Track the average days pending and dedicate one day a week to work on the oldest case(s)

<b>Performance Indicator(s)</b>	<ul style="list-style-type: none"> <li>• Reduction in backlog of docketed cases from previous years</li> <li>• Change in average days pending</li> </ul>
<b>Data Source(s)</b>	Web IMIS and report from Discrimination officer(s)
<b>Baseline</b>	908 average days pending in FY 2018 and 33% completed cases within 90 days
<b>Comment</b>	None

	<i>Pending from 2018</i>	<b>1st Quarter</b>	<b>2nd quarter</b>	<b>3rd quarter</b>	<b>4th quarter</b>	<b>FY20 Total</b>
<b>Inquiries</b>		<b>40</b>	<b>41</b>	<b>44</b>	<b>38</b>	<b>163</b>
Predocketed		22	24	13	18	77
Admin Closed		18	17	69	20	124
<b>New Cases**</b>		<b>8</b>	<b>10</b>	<b>8</b>	<b>10</b>	<b>36</b>
<b>Completed Cases</b>		<b>1</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>6</b>
Dismissed		--	--	--	1	1
Withdrawn		--	2	--	--	2
Settled		1	--	--	1	2
Merit		--	--	1	--	1
<b>Average Days to Complete</b>	<b>908*</b>	<b>574*</b>	<b>624*</b>	<b>680*</b>	<b>679*</b>	
<b>Pending Cases</b>		<b>60*</b>	<b>68*</b>	<b>76*</b>	<b>87*</b>	<b>87</b>
Pending Inherited Cases		20*	20*	19*	19*	19*

*Performance Strategy Outcomes:*

**Note:** \* - this number reflects a running number

\*\* The term *case* means it has been docketed and assigned a case number.

**Comments:** AKOSH has lowered the average days to complete 11c cases from 908 to 679 days. The percentage of completed 11c cases within 90-day time limit in FY 2020 is 80%. Please see section VII *Significant Activities* for AKOSH Whistleblower program struggles and achievements.

<b>Annual Performance Goal # 1.5d</b>	Focus a minimum of 5% of AKOSH enforcement inspection resources toward public sector work sites.
<b>Strategy</b>	Conduct scheduled inspections of public sector employers
<b>Performance Indicator(s)</b>	15 completed enforcement inspections in the public sector in comparison to the overall number of enforcement inspections conducted
<b>Data Source(s)</b>	OIS

<b>Baseline</b>	13% or 22 enforcement inspections of the 167 total enforcement inspections conducted in public sector in FY 2018.
<b>Comment</b>	None

*Performance Strategy Outcomes:*

<b>Year</b>	<b>Running Total % of public sector inspections</b>
<b>FY19</b>	4.6%
<b>FY20</b>	7.3%
<b>FY21</b>	<i>not due until FY21</i>
<b>FY22</b>	<i>not due until FY22</i>
<b>FY23</b>	<i>not due until FY23</i>
<b>Strategic Plan Period FY19-23</b>	<i>not due until the end of 5-year period</i>

**Comments:** As a result of completing 15 enforcement inspections in public sector, AKOSH has reached the performance goal achieving a minimum of 5% of all inspections conducted in public sector.

**AKOSH Five Year Strategic Goal 2:**  
 Promote a safety and health culture in the Alaskan workplace (both public and private sectors) through compliance assistance, cooperative programs, and consultation assistance.

<b>Annual Performance Goal # 2.1a</b>	Develop and deliver training to workers and employers in the construction industry that target the most likely causes of injuries, illnesses, and fatalities.
<b>Strategy</b>	<ul style="list-style-type: none"> <li>• Develop and deliver training to workers and employers in the construction industry,</li> <li>• Target outreach training and consultations towards those activities most likely to cause “caught in or between”, “struck by” or “falling” injuries or fatalities.</li> </ul>
<b>Performance Indicator(s)</b>	Number of formal and informal training events conducted in construction and number of employees trained.
<b>Data Source(s)</b>	OIS and Report from Chief of Consultation and Training
<b>Baseline</b>	674 workers trained in FY 2017 (all industrial categories combined)
<b>Comment</b>	The combined annual goal for 2.1.a, 2.1.b, 2.1.c and 2.1.d is to train at least 1800 workers in all NAICS (including public sector).

<b>Annual Performance Goal # 2.1b</b>	Develop and deliver training to workers and employers in the healthcare industry that targets the most likely causes of injuries, illnesses, and fatalities.
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<b>Strategy</b>	<ul style="list-style-type: none"> <li>• Develop and deliver training to workers and employers in the healthcare industry,</li> <li>• Target outreach training and consultations towards those activities most likely to cause injuries or fatalities due to “slips, trips, and falls”, “overexertion and bodily reaction”, “contact with objects” and “workplace violence”.</li> </ul>
<b>Performance Indicator(s)</b>	Number of formal and informal training events conducted in the healthcare industry sector and number of employees trained.
<b>Data Source(s)</b>	OIS and Report from Chief of Consultation and Training
<b>Baseline</b>	674 workers trained in FY 2017 (all industrial categories combined)
<b>Comment</b>	The combined annual goal for 2.1.a, 2.1.b, 2.1.c and 2.1.d is to train at least 1800 workers in all NAICS (including public sector).

<b>Annual Performance Goal # 2.1c</b>	Develop and deliver training to workers and employers in the seafood industry that target the most likely causes of injuries, illnesses, and fatalities.
<b>Strategy</b>	<ul style="list-style-type: none"> <li>• Develop and deliver training to workers and employers in the seafood industry,</li> <li>• Target outreach training and consultations towards those activities most likely to cause “falling”, “caught in or between” and “pinch point” (or amputation) incidents.</li> </ul>
<b>Performance Indicator(s)</b>	Number of formal and informal training events conducted in seafood industry sector and number of employees trained.
<b>Data Source(s)</b>	OIS and Report from Chief of Consultation and Training.
<b>Baseline</b>	674 workers trained in FY 2017 (all industrial categories combined)
<b>Comment</b>	The combined annual goal for 2.1.a, 2.1.b, 2.1.c and 2.1.d is to train at least 1800 workers in all NAICS (including public sector).

<b>Annual Performance Goal # 2.1d</b>	Develop and deliver training to workers and employers in all sectors, including public sector that targets the most likely causes of injuries, illnesses, and fatalities.
<b>Strategy</b>	<ul style="list-style-type: none"> <li>• Develop and deliver training to workers and employers in public sector,</li> <li>• Target outreach training and consultations toward public sector.</li> </ul>
<b>Performance Indicator(s)</b>	Number of formal and informal training events conducted in public sector and number of employees trained.
<b>Data Source(s)</b>	OIS and Report from Chief of Consultation and Training.
<b>Baseline</b>	674 employees trained in FY 2017 (all industrial categories combined)

<b>Comment</b>	The combined annual goal for 2.1.a, 2.1.b, 2.1.c and 2.1.d is to train at least 1800 workers in all NAICS (including public sector).
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*Performance Strategy Outcomes:*

**# Training Events\*:**

Qtr	# Formal/Informal Training Events in Construction	# Formal/Informal Training Events in Healthcare	# Formal/Informal Training Events in Seafood Processing
1 <sup>st</sup>	25	11	3
2 <sup>nd</sup>	18	15	0
3 <sup>rd</sup>	1	17	4
4 <sup>th</sup>	8	5	0
<b>Totals</b>	<b>52</b>	<b>48</b>	<b>7</b>

**# Employees Trained\*:**

Qtr	# in Construction	# in Healthcare	# in Seafood Processing	# Trained Employees (all NAICS including public sector)
1 <sup>st</sup>	170	134	53	675
2 <sup>nd</sup>	209	127	0	1,477
3 <sup>rd</sup>	291	174	18	698
4 <sup>th</sup>	211	110	0	545
<b>Totals</b>	<b>881</b>	<b>545</b>	<b>71</b>	<b>3,395</b>

*Note:* None

**Comment:** AKOSH has exceeded the goal of training at least 1800 workers in FY 2020 in all industries and in both private and public sectors.

<b>Annual Performance Goal # 2.2a</b>	Promote cooperative/partnership agreements and recognition programs as a means of lowering accident/fatality rates: maintain at least 11 VPP sites (both in public and private sector) over the course of the strategic plan
<b>Strategy</b>	<ul style="list-style-type: none"> <li>Promote the benefits of the program during enforcement inspections or consultation visits,</li> <li>Conduct promotional activities at a minimum of two industry trade fairs and conferences during FY 2020,</li> <li>Target promotional activity towards those businesses most likely to participate.</li> </ul>
<b>Performance Indicator(s)</b>	<ul style="list-style-type: none"> <li>11 VPP sites,</li> <li>Number and type of promotional activities accomplished</li> </ul>



<b>Data Source(s)</b>	OIS, AKOSH annual report and a report from Chief of Consultation and Training
<b>Baseline</b>	9 VPP sites (5-year strategic plan baseline, no annual baseline) in FY 2017

*Performance Strategy Outcomes:*

Qtr	# of New Sites		
1 <sup>st</sup>	0	Number of VPP participants at beginning of FY20:	9
2 <sup>nd</sup>	0		
3 <sup>rd</sup>	0	Number of VPP participants at end of this report period:	7
4 <sup>th</sup>	-2		
<b>Total</b>	<b>-2</b>		

**List of VPP Sites**

- |          |   |
|----------|---|
| <b>1</b> | Alaska Clean Seas – North Slope   |
| <b>2</b> | Arctic Slope Regional Corporation (ASRC) Energy Services Grind and Inject Plant & Oily Water Injection Facility – North Slope |
| <b>3</b> | ConocoPhillips Alaska, Inc. – Alpine Field – Alpine Operations  |
| <b>4</b> | ConocoPhillips Alaska, Inc. – Kuparuk Area - Kuparuk  |
| <b>5</b> | Fairbanks Memorial Hospital - Fairbanks   |
| <b>6</b> | Insulfoam, Inc (Premier Industries) - Anchorage   |
| <b>7</b> | UniSea, Inc – Dutch Harbor  |

**Notes:** In first quarter AKOSH Consultation and Training had one (1) VPP renewal.

In second quarter AKOSH had one (1) VPP renewal.

In third quarter AKOSH had one (1) VPP renewal: Insulfoam renewed through 2023

In fourth quarter AKOSH lost two BP sites: BP Exploration (Alaska – Central Power Station on North Slope and BP Exploration (Alaska) Gas Plants – Central Compression Plant & Gas Facility on North Slope. Since BP was bought out by Hilcorp, under *VPP AK Manual* Hilcorp will need to apply for VPP in order to put these sites back on VPP program.

**Comments:** The goal was 11 VPP sites. AKOSH started FY 2020 with 9 VPP sites, however, two (2) sites were bought by another corporation. Therefore, AKOSH has ended year with 7 VPP sites.

<b>Annual Performance Goal # 2.2b</b>	Establish or maintain at least one partnership agreement in construction, healthcare, seafood processing or the public sector over the course of the strategic plan.
<b>Strategy</b>	<ul style="list-style-type: none"> <li>• Promote the benefits of the program during enforcement inspections or consultation visits,</li> <li>• Conduct promotional activities at a minimum of two industry trade fairs and conferences in FY 2020,</li> <li>• Target promotional activity towards those businesses most likely to participate.</li> </ul>

<b>Performance Indicator(s)</b>	<ul style="list-style-type: none"> <li>• Number of partnership agreements,</li> <li>• Number and type of promotional activities accomplished.</li> </ul>
<b>Data Source(s)</b>	OIS, AKOSH annual report and a report from Chief of Consultation and Training
<b>Baseline</b>	One (1) partnership agreement in construction in FY 2017
<b>Comment</b>	The goal is to maintain at least one (1) partnership agreement in any of the targeted categories during each year over the 5-year strategic plan period.

*Performance Strategy Outcomes:*

Current number of partnership agreements in FY20:

1 – Construction Partnership Agreement: AK CHASE (Construction Health and Safety Excellence program)

<b>List of Participants in Alaska CHASE Program</b>	
Gold Level	Watterson Construction Dawson Construction Cornerstone General Contractors, Inc.
Blue Level	Vannoy Electric Alaska Specialized Constructors H-5 Construction

**Notes:** In third quarter AKOSH gained 1 new blue-level CHASE participant H-5 Construction, and two gold-level renewals: Watterson Construction and Cornerstone General Contractors, Inc  
 In fourth quarter Dawson Construction renewed CHASE certification at Gold level. Ceremony was held in Juneau, AK, in September of 2020. H-5 Construction CHASE ceremony was held in Anchorage, AK, in July of 2020 at General Contractor site.

**Comments:** The baseline was 1 partnership agreement. AKOSH continued to meet the goal of maintaining the CHASE partnership agreement.

**AKOSH Five Year Strategic Goal 3:**  
 Secure public confidence through excellence in the development and delivery of AKOSH enforcement and consultation and training programs and services.

<b>Annual Performance Goal # 3.1a</b>	Work with OSHA Training Institute and Region X and other sources to access training for compliance and consultation staff in basic and specialized subjects necessary to effectively carry out the AKOSH strategic plan.
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<b>Strategy</b>	<ul style="list-style-type: none"> <li>• AKOSH will report quarterly on staff training activities, accomplishments, and anticipated problems in accomplishing the goal.</li> <li>• AKOSH will ensure compliance officer core competency training is completed within the required timeframe of three years as outlined in AKOSH PD 16-02.</li> <li>• AKOSH will ensure compliance officers that investigate whistleblower complaints complete required training.</li> </ul>
<b>Performance Indicator(s)</b>	<ul style="list-style-type: none"> <li>• Identification of required training courses for compliance and consultation staff in accordance with OSHA Instruction TED 01-00-019 as amended by AKOSH PD 16-02 and the AKOSH Training Plan,</li> <li>• Identification of required training courses for investigators of whistleblower complaints,</li> <li>• Timely completion of required courses by compliance and consultation staff,</li> <li>• Number of staff trained who had been on board with AKOSH for at least 3 years and who had completed all required courses in a timely manner,</li> <li>• Staff attendance at professional development courses, seminars and conferences.</li> </ul>
<b>Data Source(s)</b>	AKOSH annual report and reports from Chief of Consultation and Training, Training Coordinator and Chief of Enforcement.
<b>Baseline</b>	<p>At the end of FY 2017 AKOSH had three (3) safety and health compliance officers in enforcement who were on board with AKOSH for at least three (3) years and who had completed all required initial training courses in accordance with PD 16-02.</p> <p>AKOSH had four (4) safety and health compliance officers with Whistleblower Investigation Fundamentals class.</p>

Performance Strategy Outcomes:

**OTI Courses for FY20**

OSHA 1000 – Initial Compliance Completed – 10/22-31/2019  
 2 – Enforcement

OSHA 1412 – Legal Aspects of OSHA Managers Completed – 12/3-12/2019  
 1 – Chief of Enforcement

**OTI Webinar Courses**

OSHA 0035 – Permit Space Entry Options Specified in 29 CFR 1910.146 Completed – 3/9/20, 4/2/20 &  
 3 – Consultants 9/23/20

OSHA 0015 – Powered Industrial Vehicles: Operational Hazards & Applicable Standards  
 3 – Consultants Completed – 3/9/20, 4/1-13/20\* &  
 1 - Enforcement 9/3/20

<u>OSHA 0095 – Electrical Hazards Overview</u> 4 – Consultants	Completed – 3/10/20, 4/23/20, 4/30/20, 8/28/20
<u>OSHA 0136 – Scaffolding Erection &amp; Dismantling</u> 2 – Consultants	Completed – 3/11/2020 & 4/6/2020
<u>OSHA 0109 – Revised Reporting Requirements</u> 2 – Consultants	Completed – 3/11/2020 & 8/27/2020
<u>OSHA 0097 – Confined Space in Construction</u> 1 – Consultant	Completed – 3/11/2020
<u>OSHA 0017 – New Walking-Working Surfaces &amp; PPE (Fall Protection) Rule</u> 1 – Consultant	Completed – 3/11/2020
<u>OSHA 2548 – Machine Guarding &amp; Hazardous Energy Control</u> 3 – Consultants	Completed – 3/11/20, 4/7/20 & 9/2/20
<u>OSHA 0073 – Find the Data: Navigating the BLS website</u> 2– Consultants	Completed – 3/12/2020 & 8/27/2020
<u>OSHA 1008 – Introduction to OSHA for New Hires</u> 2 – Consultants	Completed – 3/12/2020 & 8/24/2020
<u>OSHA 0077 – Transitioning to Safer Chemicals</u> 1 - Consultant	Completed – 4/10/2020
<u>OSHA 0068 – Documenting Heat Stress Violations</u> 1 – Consultant	Completed – 4/2/2020
<u>OSHA 0123 – Lockout/Tagout-Minor Servicing Alternatives</u> 1 – Consultant	Completed - 4/3/2020
<u>OSHA 0117 – New Walking Surfaces and PPE (Fall Protection) Rule</u> 2 – Consultants	Completed 4/3-14/2020
<u>OSHA 0048 – OSHA’s Office of Occupational Medicine &amp; Enforcement Cases</u> 1 – Consultants	Completed – 4/4/2020
<u>OSHA 1230 – Accident Investigation (Online portion)</u> 5 – Consultants 2 – Enforcement	Completed - 4/6-6/1/2020*
<u>OSHA 0098 – Hazard Communication 2012 Compliance Directive</u> 1 - Consultants	Completed - 4/6/2020
<u>OSHA 0152 – Respirable Crystalline Silica: Compliance Directive &amp; NEP</u> 1 – Consultant	Completed – 4/6/2020
<u>OSHA 0102 – Aerial Lifts in Construction Industry</u>	Completed – 4/8/2020

1 - Consultant

OSHA 0069 – Recognizing Failures in Machine Safeguarding Systems (Control Reliability)

1 - Consultant Completed – 4/8/2020

OSHA 0085 – Occupational Asthma and the Isocyanate NEP

1 - Consultant Completed – 4/8/2020

OSHA 0089 – OSHA’s Response to Ebola in the Workplace

1 - Enforcement Completed – 4/8/2020

OSHA 0039 – Seaman’s Protection Act – Whistleblower Issues

1 - Enforcement Completed – 4/9/2020

OSHA 0156 - Electrical Hazards in General Industry

2 – Consultants Completed – 4/9/2020

OSHA 0070 – OSHA Logs: How to use them

1 - Consultant Completed – 4/9/2020

OSHA 3118 – Fall Protection

4 – Consultants Completed - 4/10-28/20, 7/29/20 & 9/3/20  
1 - Enforcement

OSHA 3018 – Excavation, Trenching, and Soil Mechanics

1 - Consultant Completed – 4/10-28/2020\*  
1- Enforcement

OSHA 0001 – Cranes and Rigging Safety for Constructions

2 - Consultants Completed – 4/10/2020

OSHA 0002 – The Control of Hazardous Energy

1 – Consultant Completed – 4/10/2020

OSHA 0005 – Employer Payment for Personal Protective Equipment

1 - Consultant Completed – 4/10/2020

OSHA 2208 – Industrial Noise

2 - Consultants Completed - 4/10-28/2020

OSHA 0129 – OSHA Enforcement Guidance for Upstream Oil & Gas

1 - Enforcement Completed – 4/10/2020

OSHA 0151 – Tank Gauging

1 - Enforcement Completed – 4/10/2020

OSHA 0056 – Revised Hazard Communication Standard Aligning with GHS

1 - Enforcement Completed – 4/10/2020

<u>OSHA 0007 – Process Safety Management of Reactive Hazards</u> 1 - Consultant 1 - Enforcement	Completed – 4/13/2020
<u>OSHA 0014 – Process Safety Management of Ammonia Refrigeration</u> 3 - Enforcement	Completed – 4/13/2020 & 4/15/2020
<u>OSHA 0017 – Process Safety Management of Chlorine Hazards</u> 1 - Enforcement	Completed – 4/13/2020
<u>OSHA 2218 – Principles of Industrial Ventilation</u> 1 - Consultant	Completed – 4/14/2020
<u>OSHA 0026 – H1N1 Compliance Directive</u> 1 - Consultant	Completed – 4/15/2020
<u>OSHA 2228 – Respiratory Protection</u> 2 - Consultant	Completed – 4/15/2020
<u>OSHA 0118 – PSM RAGAGEP Enforcement and Revised ChemNEP (Parts 1 &amp; 2)</u> 1 - Enforcement	Completed – 4/16/2020
<u>OSHA 2268 – Permit-Required Confined Space Entry</u> 2 – Safety Consultants	Completed – 4/17/2020 & 8/17/2020
<u>OSHA 2348 – Fundamentals of Occupational Biohazards</u> 2 – Consultants 1 – Enforcement	Completed – 4/17/2020
<u>OSHA 0137 – Air Sampling Strategies</u> 1 - Enforcement	Completed – 4/20/2020
<u>OSHA 0110 – Electrical Hazards in Construction</u> 1 - Consultant	Completed – 4/20/2020
<u>OSHA 0145 – OSHA Priority: Trenching &amp; Excavation</u> 1 - Enforcement	Completed – 4/20/2020
<u>OSHA 0157 – Confined Spaces in General Industry</u> 3 - Consultants	Completed – 4/20/2020
<u>OSHA 2225 – Respiratory Protection</u> 3 – Consultants	Completed – 4/20/2020 & 6/29/2020
<u>OSHA 3038 – Concrete, Forms, and Shoring</u> 1 - Consultant	Completed – 4/21/2020
<u>OSHA 3068 – Safety and Health for Grain Handling Operations</u> 1 - Consultant	Completed – 4/22/2020

<u>OSHA 0086 – Recordkeeping Audit Training for VPP Managers &amp; Team Leaders</u>	
1 - Consultant	Completed – 4/22/2020
<u>OSHA 3088 – Principles of Scaffolding</u>	
4 – Consultants	Completed – 4/24/20, 6/10/20 & 9/11/20
<u>OSHA 0110 – Electrical Hazards in Construction</u>	
3 – Consultants	Completed – 4/27/2020 & 5/4/2020
1 – Enforcement	
<u>OSHA 3108 – Applied Spray Finishing and Coating Principles</u>	
2 - Consultants	Completed – 4/27/2020 & 6/10/2020
<u>OSHA 2078 – Fire Protection and Life Safety</u>	
1 - Consultant	Completed – 4/27/2020
<u>OSHA 3328 – Combustible Dust Hazards and Controls</u>	
2 - Consultants	Completed - 4/29-6/19/2020*
<u>OSHA 0059 – OSHA Workplace Violence</u>	
1 - Consultant	Completed – 4/30/2020
<u>OSHA 0027 – Recordkeeping NEP Interviewing Webinar</u>	
1 - Consultant	Completed – 5/1/2020
<u>OSHA 0043 – FDA Training for OSHA CSHOs</u>	
1 - Consultant	Completed – 5/5/2020
<u>Written Communication for Whistleblower Investigation</u>	
1 - Enforcement	Completed – 5/19-21/2020
<u>OSHA 2348 – Fundamentals of Occupational Biohazards</u>	
1 - Consultant	Completed - 5/20/2020
<u>OSHA 2218 – Principles of Industrial Ventilation</u>	
1 - Consultant	Completed - 5/20/2020
<u>OSHA 0049 – Overview of Hydraulic Fracturing</u>	
1 - Consultant	Completed - 5/21/2020
<u>OSHA 3068 – Safety and Health for Gran Handling Operations</u>	
1 - Consultant	Completed – 6/1/2020
<u>OSHA 1000 – Initial Compliance</u>	
1 – Enforcement	Completed – 6/9/2020
<u>OSHA 0146 – Rapid Response Investigations (RRI) Inspections</u>	
2 – Enforcement	Completed - 6/20/2020

<u>OSHA 0037 – Fall Protection in Residential Construction</u> 1 – Consultant	Completed – 6/24/2020
<u>OSHA 0040 – FDA Food Safety Modernization Act (FSMA)</u> 1 – Consultant	Completed – 6/24/2020
<u>OTI Course Mill Training for OSHA Training</u> 1 – Training Coordinator	Completed – 7/22/2020
<u>OSHA 1501 – Introduction to On-site Consultation</u> 2 – Safety Consultants	Completed – 8/21/2020 & 9/25/2020
<u>OSHA 2221 – Respiratory Protection</u> 2 – Safety Consultants	Completed – 8/22/2020 & 8/24/2020
<u>OSHA 0033 – Construction Targeting</u> 1 – Enforcement	Completed – 9/14/2020
<u>OTI Course Mill Training for OSHA Training Coordinators</u> 1 – Project Assistant	Completed – 9/16/2020
<u>OSHA 0018 - OSHA FOM, Chapter 15 Legal Issues</u> 1 – Whistleblower Investigator 1 – Enforcement IH	Completed – 9/18/2020 & 9/22/2020
<u>OSHA 0158 – COVID-19 Interim Enforcement Response Plan</u> 1 – Chief of Enforcement	Completed – 9/22/2020
<u>OSHA 0141 – New OSHA Weighting System (Managers)</u> 1 – Chief of Enforcement	Completed – 9/23/2020
<u>OSHA 0155 – Willful Violations</u> 1 – Chief of Enforcement	Completed – 9/23/2020
<u>OSHA 2001 – Construction Standards</u> 1 – Safety Consultant	Completed – 9/25/2020

**Courses through University of Washington**

<u>OSHA 501 - Update for General Industry Outreach Trainers</u> 1 – Enforcement 1 – Chief of Consultation and Training	Completed – 10/2-4/2019
<u>OSHA 511- Safety Standards for General Industry</u> 6 – Consultants 1 - Enforcement	Completed – 10/7-10/2019 and 2/10-13/2020
<u>OSHA 500- Trainer Course for Construction</u> 1 – Consultant	Completed – 10/21-24/2019



<u>OSH Trainer Course for General Industry</u> 1 – Consultant	Completed – 11/4-7/2019
<u>OSHA 2264 - Permit-Required Confined Space Entry</u> 3 – Enforcement	Completed – 12/2-4/2019
<u>OSHA 521 – Guide to Industrial Hygiene</u> 1 – Consultant	Completed – 3/16-19/2020
<u>OSHA 2045 – Machinery &amp; Machinery Guarding Standards</u> 3 – Consultants	Completed – 12/2-4/2019
<u>OSHA 510 – OSH Standards for the Construction Industry</u> 1 – Training Coordinator	Completed – 9/21-24/2020
<b><u>Other (including In-house)</u></b>	
<u>EPA/AHERA Inspection Refresher sponsored by EMI</u> 1 – Enforcement 1 – Consultant	Completed – 11/7/2019 & 1/7/2020
<u>Asbestos Abatement Renewal sponsored by EMI</u> 1 – Consultant	Completed – 1/9/2020
<u>Hazardous Painter Certification sponsored by EMI</u> 1 – Consultant	Completed – 1/22-23/2020
<u>Opioid Training sponsored by BEACON Health &amp; Safety Organization</u> 13 - Consultant	Completed – 1/21/2020
<u>HAZWOPER refresher sponsored by EMI</u> 3 - Enforcement	Completed – 1/6/2020 & 2/6/2020
<u>Asbestos Abatement Certification for Contractors &amp; Supervisors sponsored by EMI</u> 1 – Consultant	Completed – 3/2-6/2020
<u>HAZWOPER sponsored by EMI</u> 1- Enforcement 1 – Consultant	Completed – 2/24-28/2020 & 3/16-20/2020
<u>EPA/AHERA Inspection Certification sponsored by EMI</u> 1 – Enforcement 1 - Consultant	Completed – 3/23-25/2020
<u>Valuing Diversity sponsored by State of Alaska (SOA)</u> 1 – Consultant	Completed 1/30/2020
<u>A Respectful Workplace sponsored by SOA</u> 2 – Consultants	Completed – 2/21/2020 & 3/10/2020

Basic Workplace Security Awareness sponsored by FEMA  
1 - Consultant

Completed – 3/2/2020

Beyond Safety: Leading Indicators for Health & Wellbeing sponsored by National Safety Council’s Campbell Institute  
1 - Consultant

Completed – 4/1/2020

Leadership Conference sponsored by Fred Pryor Seminars  
1 - Consultant

Completed – 4/9/2020

**Comments:** AKOSH maintains one of the most comprehensive continuing education programs for State of Alaska employees, ensuring that enforcement officers and consultants are current in their knowledge and abilities.

**Notes:** Starting in third quarter of FY20, due to COVID-19 several OTI and in-person classes were cancelled. Many businesses were closed across the state, resulting in visit cancellations. The State of Alaska implemented telework procedures during this period, and consultants and enforcement officers completed a large number of webinars to remain in compliance with the State’s work-from-home mandate.

<b>Annual Performance Goal # 3.1b</b>	Conduct quarterly self-audits of enforcement and consultation files to evaluate the effectiveness and consistency of services.
<b>Strategy</b>	<ul style="list-style-type: none"> <li>• AKOSH will strive to maintain adequate and accurate inspection/investigation case files.</li> <li>• Problems with files will be corrected and staff will be trained to avoid future issues.</li> <li>• Regular audits will be completed by CSHOs, supervisors and administrative support before reports and citations are sent and/or issued to the employers and before case files are closed to ensure all the appropriate documentations are according to appropriate directives and regulations, and case files are organized and properly maintained.</li> </ul>
<b>Performance Indicator(s)</b>	<ul style="list-style-type: none"> <li>• Percentage of case files and inspections reviewed</li> <li>• Annual reviews conducted by federal OSHA are acceptable and problems are addressed in a reasonable time and manner.</li> </ul>
<b>Data Source(s)</b>	Reports from Federal OSHA and internal quarterly self-audits.
<b>Baseline</b>	Formal quarterly audits will be established and provided by Chief of Enforcement and Chief of Consultation and Training to audit 10% of total case files and inspections.

**Comments:** AKOSH Consultation was successful in conducting case file audits. Consultation Program Manager regularly utilized Regional Program Managers for assistance. AKOSH Enforcement was successful in conducting case file audits. The Chief reviews every case that goes to an informal conference and all contested cases. These reviews are extensive and encompass 99% of all enforcement cases.

**III. 23(g) Program Activities – Total Inspections: Projected vs. Actual**

**Data Table III**

FY 2020 PLANNED

FY 2020 ACTUAL

	Projected		# Inspections		% of Annual Goal	
	Safety	Health	Safety	Health	Safety	Health
<b>Private Sector Inspections</b>	210	100	127	64	60	64
<b>Overall Totals</b>	<b>310</b>		<b>191</b>		<b>62%</b>	

FY 2020 PLANNED

FY 2020 ACTUAL

	Projected		# Inspections		% of Annual Goal	
	Safety	Health	Safety	Health	Safety	Health
<b>Public Sector Inspections</b>	10	10	8	7	80	70
<b>Overall Totals</b>	<b>20</b>		<b>15</b>		<b>75%</b>	

**IV. 23(g) and 21(d) Program Activities – Total Consultation Visits: Projected vs. Actual**

**Data Table IV**      **Consultation Program Activities 21(d) – Projected vs. Actual**

FY 2020 PLANNED

FY 2020 ACTUAL

	Projected**		# Visits		% of Annual Goal	
	Safety	Health	Safety	Health	Safety	Health
<b>Private Sector Visits</b>						
Construction	70		95		135	
Healthcare	30		48		160	
Seafood	8		10		125	
Other than Above	142		130		91	
<b>Total</b>	<b>200</b>	<b>50</b>	<b>225</b>	<b>58</b>	<b>112</b>	<b>116</b>
<b>Overall Totals</b>	<b>250</b>		<b>283</b>		<b>113%</b>	

**Consultation Program Activities 23(g) – Projected vs. Actual**

**FY 2020 PLANNED**

**FY 2020 ACTUAL**

	Projected**		# Visits		% of Annual Goal	
	Safety	Health	Safety	Health	Safety	Health
<b>Public Sector Visits</b>	70	15	41	9	58	60
<b>Overall Totals</b>	<b>85</b>		<b>50</b>		<b>58%</b>	

**Note:** \*\* - These projections are annual.

**V. Consultation Emphasis Program Activities for 21(d) – Projected vs. Actual**

**Data Table V**

<b>Activities and Areas of Emphasis</b>		<b>Total Projected*</b>	<b>Total Actual</b>
<b>Emphasis Safety &amp; Health Hazards</b>	Emphasis Hazard: Falls	50	158
	Emphasis Hazard: Amputations	8	13
	Emphasis Hazard – Slips, Workplace Violence, Contact with Objects (in healthcare)	30	9
	Emphasis Hazard: Crystalline Silica	3	40
<b>SHARP and Pre-SHARP (21d)**</b>	SHARP sites at the beginning of FY20		6
	New SHARP sites	5	0
	SHARP renewals	2	2
	SHARP sites at the end of FY20	11	6
	Pre-SHARP sites in FY20	2	1
<b>Compliance Assistance Activities**</b>		20	233

**Notes:** \* Projections are annual

\*\* Activities are not associated with a consultation and training visit; these activities consist of doing outreach, attending conferences, providing telephonic information, researching information for employers, guest speaking, writing articles.

**Comments:** Influx of total Crystalline Silica actual program activities was due to impact of AKOSH adopting Crystalline Silica NEP in FY2020.

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## VI. COVID-19 RELATED: Activities and Impact

### 1. Activities:

In May:

- Consultation health consultant was the guest speaker at the Virtual American Society of Safety Professionals (ASSP) conference. She spoke on *Opening Alaska Safety During COVID-19*.
- Consultation health consultant wrote an article *Office Hygiene During COVID-19* for TRENDS Magazine.
- COVID-19 letters were sent to over 100 small businesses throughout Alaska informing them of Consultation and Training services.

In June:

- Consultation safety consultant wrote an article *Construction Site Best Practices during COVID-19* for TRENDS Magazine

In August:

- Consultation conducted a social media campaign on the topic of, “How to slow the spread of COVID-19 during youth sports games.” A checklist for coaches on how to protect players was also posted on social media.

Since the beginning of COVID-19 pandemic in March of 2020, AKOSH enforcement had responded to 59 formal and non-formal complaints and opened 4 related to COVID-19 inspections.

### 2. Impact:

In Third Quarter:

- Number of cancelled C&T visits due to COVID-19 – 10
- Number of postponed C&T visits due to COVID-19 - 13
- Course Cancellations:
  - OSHA 3095 Electrical Standards
  - OSHA 1310 Investigative Interviewing Techniques
  - OSHA 1230 Accident Investigation
- Conference Cancellations:
  - Governor’s Safety and Health Conference
  - VPP Conference
  - OSHCON Conference
  - OSHSPA Conference

In Fourth Quarter:

- Number of cancelled C&T visits due to COVID-19 – 11
- Number of postponed C&T visits due to COVID-19 - 11
- Responded to 55 emails or phone calls related to COVID-19
- The Department of Labor Commissioner published a newsletter featuring Consultation and Training outreach and consultation efforts in assisting employers with technical questions regarding business operations during a COVID-19 pandemic.

Since the beginning of COVID-19 pandemic in March of 2020, statewide limitations and restrictions were placed on travel activities. To meet statewide mandates CSHOs significantly increased travel by car to the for inspections or consultation and training visit rather than by flying. In time period from March to October 2020 some Alaskan small villages and small towns were closed for travelers, thus, limiting access for officers to conduct onsite inspections or forcing employers to delay consultation visit. Some Alaskan businesses and projects were on lockdown, thus, limiting activities for CSHOs to conduct on-site enforcement inspections. These cases were handled with an updated, COVID specific inquiry process.

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## VII. SIGNIFICANT ACTIVITIES

### *Alaska Occupational Safety and Health:*

Chief of Enforcement and Deputy Director attended OSHSPA in Baltimore, Maryland.

During October 26 and 27, 2019, one AKOSH Safety Enforcement officer / 11c investigator attended IBEW Shop Steward Leadership Conference and Safety Summit presenting on *Understanding OSHA Rights and Responsibilities*. In that presentation she discussed workers' rights and responsibilities, protected activity; she also gave an overview of AKOSH.

In the second quarter, AKOSH adopted National Emphasis Program on Amputations in Manufacturing Industries. Letters were sent out to qualifying Alaskan employers.

### Enforcement:

In the first quarter, AKOSH created High Hazard Targeting (HHT) list, sending out the letters to 176 addressees on this list.

In December, 2019, AKOSH performed 4 PSM inspections based on complaints received.

In the second quarter, AKOSH penalty structure and calculator had been adjusted to bring Alaska into compliance with federal standards for OSHA state programs.

In February, State of Alaska Department of Law Chief Assistant Attorney General (AAG) provided 2-hr training to enforcement administrative staff. This training was related to properly fulfillment of APRA, i.e. requests for public information and their tracking purposes.

In the same quarter, AKOSH initiated some internal house cleaning to make sure all abatements are accounted for and closed in OIS for older cases. Internal tracking had been reevaluated and revised to tend to the needs to AKOSH.

In the third quarter, enforcement continued improving internal processes by turning an existing tracker into a semi-live tracking system for all UPAs, inspections, and events, which filters into personalized automatic updating trackers for each CSHO. Enforcement is also focusing on past collections by engaging with our AAG's for additional tools since collections is minimally effective. Enforcement also focused on abatement for older cases to facilitate final closure. 95% of forms used by enforcement have been revised/updated for uniformity and to clarify language where ER's have stated "it is confusing". Internal standards for documents, inspections and naming conventions were clarified. A streamlined record-keeping backup process was instituted to ensure compliance with state retention mandates. 90% of documents used by enforcement are now digital and can be

generated from OIS. The APRA process has been revised and updated. The AAG's provided APRA specific training to administrative staff to ensure we are meeting specific legal requirements. Our phone system was revamped to provide more clarity for callers reporting incidents or complaints after hours. The previous method was confusing, had a couple of endless circles and had incident reporting as one of the last options. This has been changed as most after hour calls are to report incidents. Asbestos abatement requests were streamlined and standardized. Contested case procedures have been revisited, updated and streamlined by utilizing OIS information to retrieve data. This reduces human error and is much more efficient than hard copy procedures.

In the same quarter AKOSH enforcement staff incorporated training on how to use and implement Microsoft Teams into their daily activities. With the use of MS Teams, the Enforcement section is able to collaborate remotely and able to share pertinent documents and inspections while working in the pandemic environment.

In the fourth quarter AKOSH adopted NEP on Crystalline Silica. With joint efforts of Consultation and Training, Enforcement sent out letters to over 1,000 employers who were operating under defined NEP NAICS codes. These letters explained the specifics of this program and suggested to request AKOSH consultation and training services if needed.

In the same quarter, AKOSH Whistleblower Investigator facilitated several processes to enhance the functionality of 11c state program. The followings are currently in works:

- settling processes, as more complex cases enter the arena of 11c,
- when warranted, process of case transfers to SOA Department of Law to explore the resolution(s)
- referring some of the cases to Fed OSHA. This has been successful in FY20 with three (3) complainants.

AKOSH Whistleblower Investigator also strategized how to address the current state of the AKOSH whistleblower program. Even though AKOSH was able to meet the annual goal in FY20 to lower the average days to complete 11c cases, AKOSH Whistleblower Investigator continues struggling with an overwhelming workload for a single investigator to process the constant influx of inquiries and referrals, while docketing new cases, leaving investigative time to be spread over many new and old cases, resulting in not being able to move many cases to resolution. Additionally, as backlog cases age, they become more difficult to work on: some complainants lose interest, while others are actively keeping in touch. One Office Assistant II was assigned to AKOSH Whistleblower Investigator to assist with data entry into IMIS for reporting purposes.

Furthermore, in the fourth quarter, Enforcement upgraded its gear and safety and IH tools and equipment. It also purchased a multi-layered coat for each CSHO. This coat meets requirement of Federal OSHA for officers to be easily identifiable and visible in the field. Some of newly purchased IH equipment can now be calibrated in-house. In general, this big purchase involved Department of Administration Management Services and multi-level approvals from Procurement Specialists.

In the same quarter AKOSH revisited its collection program. Chief of Enforcement, senior CSHO and Project Assistant met weekly with AKOSH current collection agency's Program Coordinator to go over the current processes, some ideas for process improvement, exploration of Department of Law involvement with difficult-to-collect cases, client portal development and better reporting to AKOSH. This project is ongoing, and bi-weekly meetings are scheduled throughout the rest of 2020.

#### Consultation and Training:

In the first quarter, Consultation and Training started uploading safety training videos to the AKOSH Consultation and Training website for public viewing. Trainings on topics such as excavation and trenching, sprains and strains, falls, respiratory protection and many more are available for viewing.

In the same quarter, two (2) of AKOSH consultants received Outreach Trainer's card to teach the 10-hour and 30-hour class: one is in the Construction industry, another one is in the General Industry.

In November, one of AKOSH Industrial Hygienist passed the Certified Safety Professionals exam. Now both AKOSH Consultation and Enforcement sections have CSP on board.

In December, one company Lynden Transport was approved as Pre-SHARP.

In the second quarter, Chief of Consultation and Training published a VPP Newsletter for VPP participants on the State of Alaska Consultation and Training website. From now on the VPP newsletter will be published quarterly.

In January, Consultation conducted two (2) CHASE Awards ceremonies for participants. Deputy Director, Chief of Consultation and Training, CHASE coordinator and consultation and training staff went to the worksite and presented employers CHASE banner and certificate.

In March, State of Alaska Consultation and Training website was updated to educate and post COVID-19 resources and information. Consultant conducted outreach to employers before the state imposed "hunker-down" order issued by the Governor.

In third quarter, in May, Consultation and Training updated and revised the Consultation and Training Request Form on the State of Alaska AKOSH website.

In June, AKOSH VPP Application for PSM SGE was posted on AKOSH website. Consultation Standard Operating Procedures (SOP) 005 for the CHASE program was approved.

In July Consultation conducted a SHARP renewal ceremony at the Fairbanks Community Foodbank Center in Fairbanks, Alaska.

In August SHARP ceremony was conducted for AK Laser Wash at the job site. LSS Director presented employer with SHARP banner and certificate. Ceremony was delayed due to COVID-19.

AKOSH had the following *outreach efforts*:

- On October 22-23, 2019, one (1) consultant attended the American Society of Safety Professionals Conference,
- On November 4-6, 2019, two (2) consultants attended the 2019 AGC Annual Conference sponsored by Associated General Contractors
- In the same month, one (1) consultant attended the newly annual Maritime Conference and Safety Day sponsored by the Shipping and Maritime industry in Alaska.
- In the second quarter, one consultant was a guest speaker at the Alaska Medical Group Manager's Association and spoke on Hepatitis B vaccine requests.
- Health Consultant was a guest speaker at the State of Alaska Department of Health & Social Services Community Care Licensing for Assisted Living Facilities. Consultant spoke on Workplace Violence in Healthcare.
- AKOSH Consultation and Training wrote an article on *Slips, Trips, and Falls* written that was published in the *Alaska Trends Magazine*
- One safety consultant was the guest speaker at 2020 Public Entity Risk Management seminar, where he spoke on "Introduction to Consultation and Training."



- In the third quarter, one Consultant attended *Silica Lunch & Learn* sponsored by Associated General Contractors
- In the fourth quarter CHASE members participated in Consultation Safe & Sound Week through social media, posting images of being safe or why being safe is important to them on their social media site.

AKOSH sponsored the following *trainings*:

- In the first quarter, the Consultation and Training section delivered a Workplace Violence presentation at the Assisted Living Home Orientation
- In the second quarter, Consultation and Training conducted a 10-hour General Industry training to the State of Alaska Department of Labor personnel.
- One safety consultant conducted a Workplace Violence presentation for the Department of Transportation in Juneau, AK
- In the third quarter, Training Coordinator conducted a virtual training on *Understanding OSHA Rights*.
- In the fourth quarter in July Training Coordinator conducted virtual presentation on the topic of “Worker Rights” to 7 individuals from the National Education Association – Alaska.
- In August Training Coordinator conducted a virtual presentation to the Palmer Chamber of Commerce on the topic of “Introduction to OSHA”. There were 7 attendees.
- In September AKOSH publicized Safety-Stand-Down through Facebook. Consultation and Training section conducted the following on-line training events: Falls in Construction, Spot the Hazard, How to Prevent Suspension Trauma, and Ladder Safety.

## VIII. Attachment 1

### TRAINING PLAN TO SATISFY GOALS 2.1a , 2.1b, 2.1c and 2.1d

The goal is to promote safety and health programs as they relate to preventing injuries, illnesses and fatalities in the construction, healthcare and seafood processing industries.

AKOSH set into place several strategies to address the training needs of workers involved in the construction and seafood industries to prevent “struck by”, “falling”, “caught in or between” and “pinch point” (possible amputation) injuries, and in the healthcare industry to prevent “slips, trips, and falls”, “overexertion and bodily reaction”, “contact with objects” and “workplace violence” incidents.

- A. Training courses, as requested, providing employers, employees and the general public with training and train-the-trainer programs to assist in preventing “struck by”, “falling”, “caught in or between” and “pinch point” (possible amputation) injuries and fatalities in the construction and seafood processing industries, and “slips, trips, and falls”, “overexertion and bodily reaction”, “contact with objects” and “workplace violence” in the healthcare industry.
- B. AKOSH will present two 10-hour training sessions to assist in preventing “struck by”, “falling”, “caught in or between” and “pinch point” (possible amputation)” injuries and fatalities in the construction and seafood processing industries, and “slips, trips, and falls”, “overexertion and bodily reaction”, “contact with objects” and “workplace violence” in the healthcare industry.
- C. AKOSH will have radio stations in the State of Alaska run Public Service Announcements to promote the reduction of injuries and fatalities in the construction and healthcare industries.

- D. The Training Coordinator will be responsible to notify employers, employees and the general public when AKOSH training will be held.
- E. The Training Coordinator will be responsible to ensure all consultants and trainers receive proper training on prevention strategies involved with preventing “struck by”, “falling”, “caught in or between” and “pinch point” (possible amputation) injuries and fatalities in the construction and seafood processing industries, and “slips, trips, and falls”, “overexertion and bodily reaction”, “contact with objects” and “workplace violence” in the healthcare industry.
- F. AKOSH will work with associations, employers and other groups in promoting AKOSH Consultation and Training services.
- G. The Training Coordinator will provide the Chief of Consultation and Training with a monthly report on the number of formal training events conducted and number of attendees.
- H. The Training Coordinator will interface with Federal OSHA Region 10 and OSHA Training Institute, other States and entities in obtaining training materials and programs to promote the reduction of injuries and fatalities in the construction, healthcare and seafood processing industries.
- I. Chief of Consultation and Training will assign consultants and trainers as needed to fulfill the requirements of the training plan.