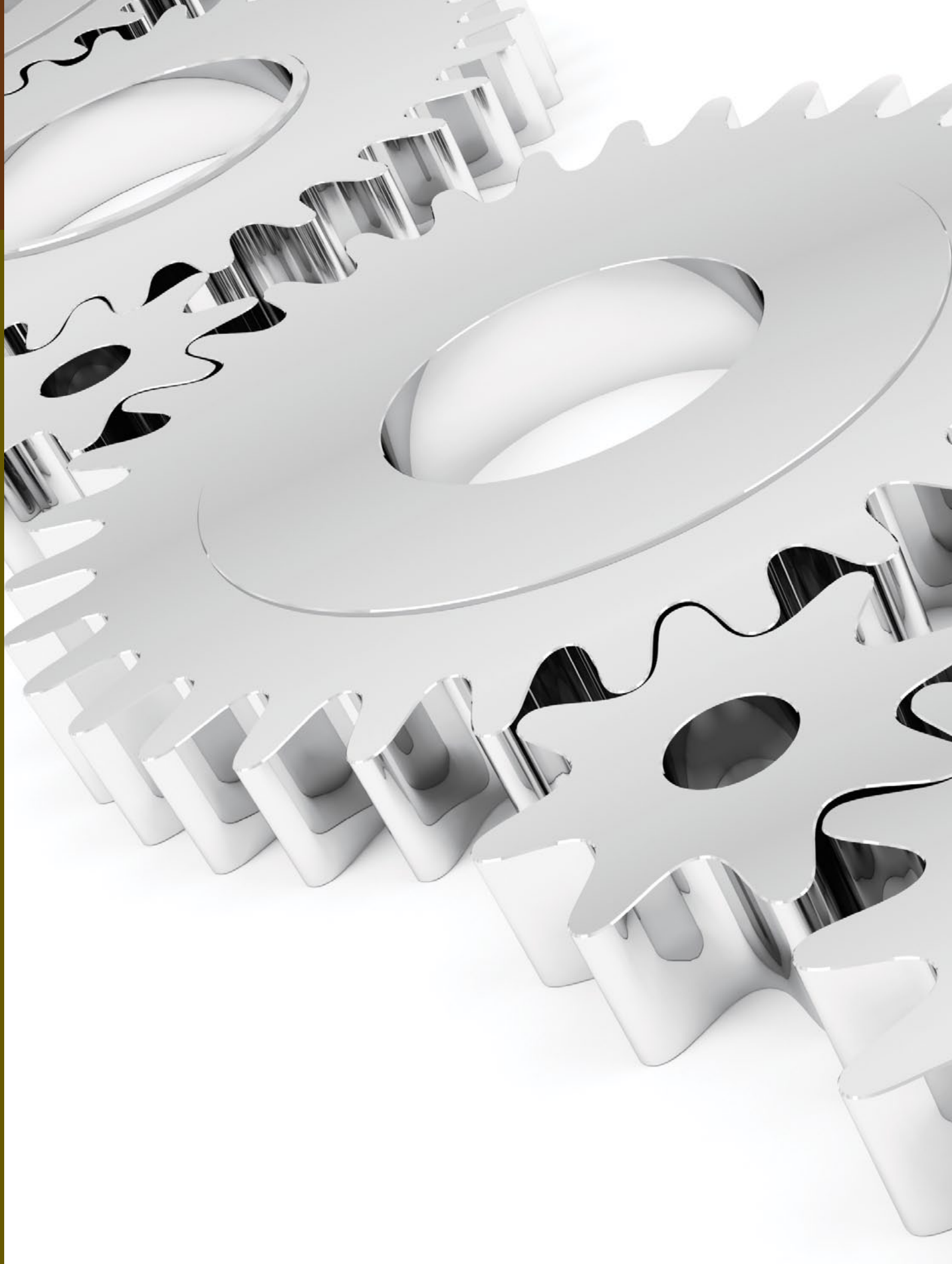
2010

Utah Labor Commission

ANNUAL REPORT

For the Fiscal Year Ended June 30, **2010**



2010

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November 2010

Honorable Gary R. Herbert
Governor, State of Utah

Honorable Members of the Utah State Senate

Honorable Members of the Utah House of Representatives

I welcome this opportunity to provide you with the Utah Labor Commission's FY 2010 annual report and to thank you for your support of our efforts to serve the people of Utah. I hope our report will encourage you to learn more about the Labor Commission.

The Commission's progress this last year is the result of the dedication of our employees, who continue to be some of the most knowledgeable and experienced in the state. I express my appreciation for their commitment and excellence.

Despite the challenges posed by recession, the work environment in Utah remains positive. Looking forward, the Commission will continue to forge public and private partnerships and take other innovative steps to provide even better public service and to achieve the Commission's mission of assuring safety and fairness in Utah's workplaces.

Respectfully,

Sherrie Hayashi
Commissioner
801-530-6848
shayashi@utah.gov

Our Mission

To lead in achieving safety in Utah's workplaces and fairness in employment and housing.

Organization

Our Values

The Labor Commission's values are instilled in our programs, our relationships with the public we serve, our colleagues, and the community in general. The Commission embraces these values in the way we lead and support the Commission every day:

- Each person has value and worth—each individual we interact with has a point of view that is important. For these reasons, we respect individual lives and histories and treat each person equitably.
- We respect and follow the statutes and regulations that govern our activities.
- The public interest is advanced by transparent and open processes.
- We owe the people of Utah and our colleagues at the Commission the highest level of competency and service.
- Commission employees deserve a workplace that provides support, safety, and respect.
- Professional development is essential to a competent, dedicated staff and, ultimately, to the success of the Commission.

Utah Labor Commission

Who We Are / What We Do

The Utah Labor Commission is the regulatory agency central to preserving the balance established by the legislature for protecting the health, safety, and economic well-being of employees and employers. It is a multi-division state agency directed by a Commissioner who is appointed by the Governor. The Commissioner oversees the various functions of the divisions within the Commission.

Labor Commission Divisions

- Antidiscrimination and Labor
- Industrial Accidents
- Utah Occupational Safety & Health
- Boiler, Elevator & Coal Mine Safety
- Adjudication
- Administration

Although not separate divisions of the Commission, the Legal Unit and Workplace Safety grant program also provide essential services. Their work and accomplishments are also described within this report. Following is a summary of services provided by each Division, the Legal Unit, and Workplace Safety.

Antidiscrimination & Labor Division (UALD):

(801) 530-6801 or Toll Free (800) 222-1238.

Employment Discrimination: UALD enforces laws prohibiting discrimination in employment based on race, color, sex, pregnancy, national origin, disability, age (over 40), or religion.

Housing Discrimination: UALD enforces laws prohibiting discrimination in the renting, purchasing or financing of housing based on race, color, sex, national origin, disability, familial status (families with children under 18), religion, or source of income (government assistance).

Wage Claim Unit: UALD enforces Utah's labor laws regarding payment of wages, employment of minors, minimum wage, and protection against retaliation for asserting rights protected by these laws.

Mediation: UALD provides free mediation services for any complaints filed with UALD.

Industrial Accidents Division:

(801) 530-6800 or Toll Free at (800) 530-5090

The Division helps injured workers receive timely benefits and resolves disputes under the state's Workers' Compensation Act.

Compliance Section: Enforces statutory requirement that employers have workers' compensation coverage for employees.

Claims Section: Assists injured workers, employers, medical providers and others in understanding and using the workers' compensation system. Also mediates disputes between injured workers, employers and insurance carriers.

Mediation: The Industrial Accidents Division provides free mediation services for injured workers' claims filed with the Adjudication Division.

Utah Occupational Safety & Health Division (UOSH):

(801) 530-6901 or Toll Free (800) 530-5090

The Legislature has charged UOSH with the responsibility to "preserve human resources by providing for the safety and health of workers." UOSH fulfills this responsibility through the following sections.

Consultation Section: UOSH Consultation offers the following free and confidential services to public-sector employers and to private-sector employers with not more than 250 Utah employees:

- Surveys to identify workplace hazards.
- Safety and health program review.
- Industrial hygiene sampling.
- Safety and health training.
- Safety and health information.
- Safety and health excellence awards.

These services are provided only at the employer's request, and are provided without risk of citations or penalties.

Compliance Section: UOSH Compliance inspects workplaces to assure that employers are:

- Furnishing places of employment free from hazards which can cause serious physical harm to workers, and
- Complying with safety and health standards and regulations.

Labor Statistics Unit: The Labor Statistics Unit gathers and analyzes data regarding workplaces injuries and illnesses to: (1) assist employers improve safety; (2) improve UOSH's consultation and inspection programs; and (3) educate employers and employees on substance abuse and violence in the workplace.

Division of Boiler, Elevator & Coal Mine Safety:

Salt Lake Office (801) 530-6850 or Toll Free (800) 530-5090
Price Office (435) 636-1465 or Toll Free (888) 9UT-MINE

The Division's challenge is to apply appropriate engineering and inspection standards to ensure the safety of Utah's boilers, pressure vessels, elevators and escalators. The Division also oversees Utah's Office of Coal Mine Safety.

Boiler/Pressure Vessel Inspection: The Division is responsible for the safety inspection of an estimated 80,000 pressure vessels and 25,000 boilers in Utah.

Elevator Inspection: The Division is responsible for the safety inspection of approximately 7,000 elevators in Utah.

Coal Mine Safety: In Price, Utah, the Office of Coal Mine Safety partners with stakeholders in the coal-mining industry to promote safety for Utah's coal miners. The Office works with its Mine Safety Technical Advisory Council to focus the state's effort in mine safety.

Adjudication Division:

(801) 530-6800 or Toll Free (800) 530-5090

The Adjudication Division consists of seven administrative law judges and support staff, including a judge and clerk located in Parowan. The Division conducts formal administrative hearings to resolve disputes arising from:

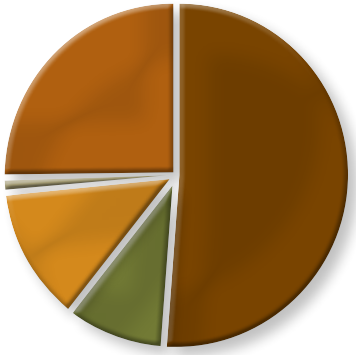
- Workers' compensation claims and employer penalties.
- UALD employment discrimination determinations.
- UOSH penalty citations.

Statutes and Rules Administered by the Commission

- Utah Labor Laws, *Title 34*
- Utah Antidiscrimination Act, *Chapter 5, Title 34A*
- Workers' Compensation Act, *Chapter 2, Title 34A*
- Utah Occupational Disease Act, *Chapter 3, Title 34A*
- Utah Boiler Inspection Law, Part One, *Chapter 7, Title 34A*
- Utah Elevator and Escalator Act, Part Two, *Chapter 7, Title 34A*
- Utah Occupational Safety & Health Act, *Chapter 6, Title 34A*
- Utah Injured Worker Reemployment Act, *Chapter 8, Title 34A*
- Coal Mining Safety Act, *Chapter 2, Title 40*
- Utah Fair Housing Act, *Chapter 21, Title 57*
- Administrative Rules, *R600 – R616*

Revenues *(percent of total)*

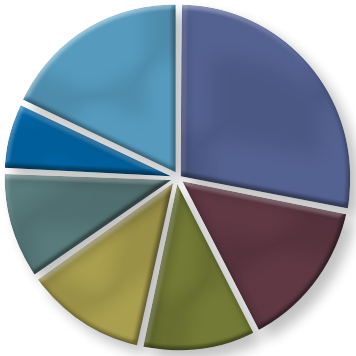
Fiscal Year Ended June 30, 2010



- **General Funds 51%**
- **Workplace Safety Fund 9%**
- **Uninsured Employers Fund 13%**
- **Employers Reinsurance Fund 1%**
- **Federal Grants 26%**

Expenditures *(percent of total)*

Fiscal Year Ended June 30, 2010



- **Utah Occupational Safety & Health Division 28%**
- **Antidiscrimination | Labor Division 14%**
- **Industrial Accidents Division 11%**
- **Boiler, Elevator & Coal Mine Safety Division 12%**
- **Adjudication Division 10%**
- **Workplace Safety Projects | Grants 6%**
- **Management, Administration, Computer Support & Central Office Cost 19%**

Utah Labor Commission Budget Summary 2010

Fiscal Year Ended June 30, 2010 with Comparative Totals for Year Ended June 30, 2009

Revenues	FY 2010	FY 2009
General Funds	$ 5,740,800	$ 6,701,200
General Fund that was returned at the end of the year	-4,800	-6,700
Workplace Safety Fund	1,569,400	1,580,300
Unused Workplace Safety Fund appropriation that was returned	-533,600	-58,800
Uninsured Employers Fund	1,507,900	1,517,100
Unused Uninsured Employers Fund appropriation that was returned	0	-21,100
Employers Reinsurance Fund	73,000	73,000
Unused Employers Reinsurance Fund appropriation that was returned	-12,700	0
Federal Grants	2,883,000	2,324,900
Miner Certification	18,800	20,100
Contributions	0	25,000
Total Revenues	**$11,241,800**	**$12,155,000**

Expenditures by Division

By Division		
Utah Occupational Safety & Health Division	$ 3,195,400	$ 3,170,500
Antidiscrimination/Labor Division	1,597,100	1,636,800
Industrial Accidents Division	1,243,300	1,327,600
Boiler, Elevator and Coal Mine Safety Division	1,307,400	1,430,700
Adjudication Division	1,150,500	1,149,700
Workplace Safety Projects/Grants	702,800	1,054,400
Management, Administrative, Computer Support and Central Office Costs	2,045,300	2,385,300
Total Expenditures by Division	**$11,241,800**	**$12,155,000**

By Type of Expense | Expense Category

Salaries & Benefits	$ 8,430,000	$ 8,686,700
Travel Costs	69,900	88,500
Data Processing	1,013,700	1,006,300
Other Operating Expenses	1,025,400	1,229,000
Pass Through Workplace Safety Grants	702,800	1,144,500
Total Expenditures by Type of Expense / Expense Category	**$11,241,800**	**$12,155,000**

STATE OF UTAH

Cost-Saving Measures

Personnel

- For the 2nd year, no general merit or cost-of-living salary increases;
- Elimination of the position of Public Information Officer, saving $60,000 per year;
- Elimination of position dedicated to investigation of UOSH "whistle-blower" complaints, saving $69,000 per year (shared between state and federal funds);
- Elimination of two part-time positions, saving $33,000 per year;
- Early retirement incentives accepted by four employees. Two were replaced by half-time employees; the other two were replaced by full-time employees at lower salaries. The one-time cost of the incentives was $32,000, but on-going savings will be $160,000 per year;
- Consolidation of accounting functions for grants and special funds, resulting in annual savings of $35,000 to those funds;
- Sharing of a Department of Human Resource Management analyst's time with other state agencies, saving that department $36,000 per year;
- Elimination of nearly all monetary incentive awards for outstanding accomplishments, with savings of $7,000;
- Discontinued training by outside vendors, saving $11,000 per year; and
- Holding vacant positions open for longer than normal to further reduce personnel costs.

Each of these measures has required remaining employees to take on larger case loads and more work assignments--essentially, being called upon to provide more service but with fewer resources.

Office Expenses

- Saved $28,000 by obtaining used furniture from the Dept. of Health;
- Saved $17,200 by delaying the transfer of the Commission's southern Utah office from Parowan to St. George;
- Saved $3,000 in postage by pursuing a statutory change to eliminate a certified mail requirement;
- Saved $4,000 by eliminating food and beverages at business meetings;
- Saved $43,000 (shared between state and federal funds) by eliminating certain travel costs;
- Saved $13,000 in parking costs by encouraging use of public transit and greater utilization of existing parking; and
- Other savings from reduction in office maintenance and subscriptions.

Technology

- Consolidation of computer servers at the Capitol eliminated the need for three servers at the Labor Commission, avoiding future replacement costs of $27,500. Other technology purchases were also delayed;
- Use of telecommuting and teleconferencing to save travel costs; and
- Expanded use of electronic documents.

2010 Accomplishments

During fiscal year 2010, the Commission focused on its core regulatory responsibilities and continued to develop efficiencies using technology. Increasing case demands and a Supreme Court ruling continue to challenge the Commission's goals of efficient and timely processing of complaints.

Division Accomplishments *(Additional detail can be seen in the Division Section of this report.)*

- UOSH Division completed 1,607 (Compliance/Consultation) interventions affecting a total of 183,000 employees
- Wage Claim unit processed 2,000 new case filings, up a total of 17% over the prior 12 month period
- Boiler, Elevator and Coal Mine Safety Division performed over 21,000 inspections
- Industrial Accidents Division investigated 2,688 companies to determine whether the employers were in compliance with workers' compensation laws. Over $2.5 million in penalties were collected.
- The Labor Commission awarded $795,000 in grants to 22 organizations for workplace safety programs
- The Adjudication Division issued 290 final decisions and closed 433 cases on procedural decisions
- Utah's Appellate Courts completed review of Labor Commission decisions in 11 separate appeals and affirmed the Commission in each of those cases.

Recent Utah Supreme Court Decision

The Labor Commission administers the Employers' Reinsurance Fund (ERF). ERF was able to successfully deal with the financial impact of two separate rulings the Utah Supreme Court made in the case of Nathan H. Merrill vs. Utah Labor Commission, et. al. In the first ruling the Court declared unconstitutional the statutory provision allowing an injured workers' monthly disability payments to be offset by 50% of their Social Security retirement benefits. In the second ruling, the Court reviewed the question of retroactivity and determined that a recipient of benefits should be entitled to a reimbursement of any previously offset amounts, with certain exceptions. These rulings had a considerable impact on insurance carriers, the ERF and injured workers who have received payments reflecting the previously offset amounts. Actuarial studies have been conducted to determine the long term affects of these payments on the ERF.

Additional Safety Compliance Officers Funded by the Federal Government

With an increase in grants offered by the federal government from money not being used by other states, UOSH will be able to hire five new Compliance Officers (bringing the total to 23) with minimal new matching money from the state.

Oil Refinery Safety

UOSH continues to meet the requirements of the National Emphasis Program on the inspection of all petroleum refineries. Three of the five refineries were inspected in Utah by the end of FY 2010. As a result of these inspections, one significant case resulted in penalties over $1 million levied on a local refinery for multiple safety and health violations.

Improved Controls over Checks Received

Checks received are no longer deposited, but instead they are scanned and transmitted via the internet for deposit directly to state bank accounts. This avoids time and risks involved in taking a daily deposit to the bank, and reduces the number of checks returned because of insufficient funds.

Community Relations

- Collaborated with the Governor's Office of Ethnic Affairs and the Utah Department of Human Resource Management to develop a three-tier pilot program in Multi-Cultural Training, to be delivered to all state employees in 2010-2011.
- Established a partnership with the Salt Lake Mayor's Office to develop and implement a year-long strategic campaign aimed at reducing discrimination in the workplace and specifically designed to educate refugee and immigrant communities in the Salt Lake City area.
- Continued partnership with the Mexican Consulate in Salt Lake City to deliver educational workshops during a week-long "Labor Law Week" that has received national attention as a best practice for successful international partnerships between governments.

Reduction in Assessment for Employers Reinsurance Fund (ERF)

In 1988, the Labor Commission began collecting a 7.5% assessment on Workers' Compensation premiums to eliminate an unfunded liability related to the ERF. Effective January 1, 2009, the rate was lowered to 5% and effective January 1, 2010 it was lowered to 3.5%. The current rate is less than half of what it was two years ago.

Establishment of the Industrial Accidents Restricted Account

The Legislature established the Industrial Accidents Restricted Account (IARA) in FY2009 to assist in the funding of the Industrial Accidents and Adjudication Divisions of the Utah Labor Commission. This was accomplished while still decreasing the total of all assessments on Workers' Compensation premiums.

Reduction in Assessment for Uninsured Employers' Fund (UEF)

The Labor Commission has been collecting a 0.25% assessment on Workers' Compensation premiums to fund future liabilities related to the UEF. Effective January 1, 2010, the rate was temporarily lowered to .05%, a reduction of 80%.

Antidiscrimination and Labor Division

Mission

To achieve equal employment and fair housing opportunity for all, and assure that Utah employees are paid the wages they have earned.

Heather E. Gunnarson, *Director*
(801) 530-6921
hgunnarson@utah.gov

Overview

The Division enforces equal employment and housing laws, as well as Utah's laws regarding payment of wages, employment of minors and minimum wage laws.

The Division is organized into three units: the Employment Discrimination Unit; the Fair Housing Unit; and the Wage Claim Unit. The Division also has an alternative dispute resolution program that manages a successful mediation program for all three Units. In addition, the Division has an effective education and outreach program to educate employers, employees, housing providers, tenants, realtors, bankers, and the general public about the rights and responsibilities under the various laws enforced by the Division.

Statutory Authority

- Utah Antidiscrimination Act *(Utah Code Ann. §34A-5-101 et seq.)*
- Utah Fair Housing Act *(Utah Code Ann. §57-21-1 et seq.)*
- Utah Employment of Minors Act *(Utah Code Ann. §34-21-1 et seq.)*
- Utah Payment of Wages Act *(Utah Code Ann. §34-28-1 et seq.)*
- Utah Minimum Wage Act *(Utah Code Ann. §34-40-101 et seq.)*
- Utah Employment Selection Procedures Act *(Utah Code Ann. §34-46-101 et seq.)*

Through work-sharing agreements with the U.S. Equal Employment Opportunity Commission and the U.S. Department of Housing and Urban Development, the Division also assists in enforcing Federal employment and housing discrimination laws.

Internal Efficiencies

During FY 2010, the Division underwent a legislative audit. While the auditors had few substantive concerns with the Division's operations, they did make several recommendations to improve case processing. As a result, the Division has streamlined its mediation program and reorganized the Employment Discrimination Unit. While additional time will be required to assess the effectiveness of these changes, the Division is hopeful that they will increase productivity.

The Division has reduced the number of cases that were more than 3 years old from 10 in January 2010 to 1 by the end of FY 2010. Of its 175 oldest cases at the time of the audit, the Division has closed all but 24 of them since receiving the audit's recommendations in January 2010. The Division is also making progress toward a goal of having no case older than 450 days.

2010 Highlights

Employment Discrimination Unit:

- Closed 629 claims;
- Collected $801,839 in damages;
- Conducted 348 mediations;
- Lowered the average age of cases from 253 to 227 days;
- Responded to about 9,800 public inquiries; and
- Conducted free antidiscrimination training for more than 1,000 people, including hundreds of high school seniors entering the work force.

Fair Housing Unit:

- Closed 37 claims;
- Conducted 21 settlement conferences;
- Responded to about 350 public inquiries; and
- Provided free training for more than 130 tenants, landlords and other housing providers on housing discrimination laws

Wage Claim Unit:

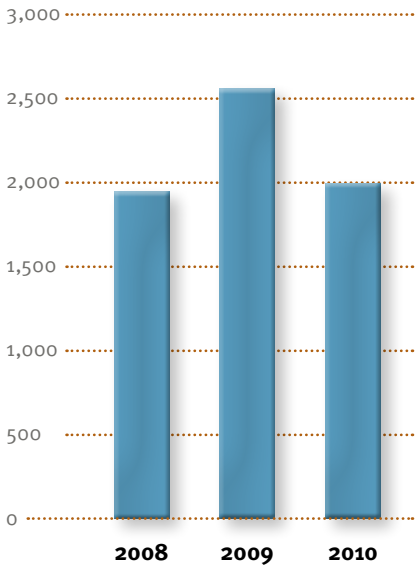
- Processed more than 2,000 new claims for unpaid wages;
- Closed 1,145 cases;
- Conducted 178 administrative hearings and 129 formal settlement conferences;
- Issued 1,125 written orders;
- Collected unpaid wages and fees totaling $751,936;
- Responded to about 26,000 public inquiries regarding wage and other employment law questions; and
- Provided free training on wage laws to more than 80 small business owners and employees.

Challenges

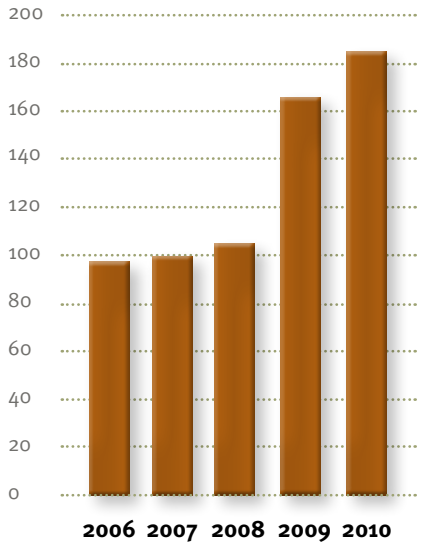
The Division has no control over the number of claims filed, which seems dependent on the economy. Case filings have increased dramatically since the economic downturn in 2008, but state budget cuts and reduced federal grants have reduced the number of employees available to handle cases. Even though the Division is working to reduce the average age of cases, this increases the backlog of cases that have not been resolved.

The Division is so busy handling cases that time available to do outreach and education is greatly reduced.

Wage Claims Filed Per Year



Employment Discrimination Cases Filed Per Investigator



Industrial Accidents Division

Mission

To assist in resolving workplace injuries fairly and efficiently and to monitor and enforce state-required workers' compensation coverage.

Ronald L. Dressler, *Director*
(801) 530-6841
rdressler@utah.gov

Overview

The Division is responsible for administering the Workers' Compensation Act. Since 1917, Utah's workers' compensation system has provided medical care and disability payments for injured workers and immunity from personal injury lawsuits for employers. With a few exceptions, all employers must provide workers' compensation coverage for their employees.

The Division is comprised of two sections--Compliance and Claims & Mediation. The Division Director also administers two special restricted funds--the Uninsured Employers Fund and the Employers' Reinsurance Fund. Through these two sections and two funds, the Division:

- Tracks work-related injuries in the state;
- Assists injured workers, employers and insurance carriers in resolving disputes;
- Monitors compliance with workers' compensation rules;
- Enforces workers' compensation coverage requirements for employers;
- Enforces insurance carrier reporting requirements;
- Pays benefits to qualified injured workers through the Uninsured Employers Fund and Employers' Reinsurance Fund;
- Provides education and information through public outreach efforts; and
- Works with the Workers' Compensation Advisory Council to develop legislation and administrative rules governing the workers' compensation system.

Statutory Authority

- Utah Workers' Compensation Act
  (Utah Code Ann. §34A-2-101, et seq.)
- Utah Occupational Disease Act
  (Utah Code Ann. §34A-3-101, et seq.)
- Utah Injured Worker Reemployment Act
  (Utah Code Ann. §34A-8-101, et seq.)

2010 Highlights

Claims and Mediation Section. This section administers the day-to-day operation of the workers' compensation system and also helps injured workers, employers and insurance carriers resolve workers' compensation disagreements. During the last year the Claims and Mediation Section recorded 59,617 reported injuries, assisted 14,670 injured workers and held 540 dispute-resolution conferences.

Compliance Section

The Compliance Section enforces statutory requirements that employers maintain workers' compensation coverage for employees. During FY 2010, the section assessed non-compliance penalties against 1,679 employers and collected $2,565,800 in penalties and reimbursements for the Uninsured Employers Fund.

Claims and Mediation Section

Additionally, the Claims and Mediation Section and the Compliance Section conducted 39 educational sessions, with an emphasis on reaching minority employer groups. The two Sections also participated in monthly small business forums.

Employers' Reinsurance Fund (ERF)

The ERF pays benefits to workers who are permanently and totally disabled as a result of work accidents that occurred prior to July 1994. During FY 2010, the ERF paid $31.6 million in disability benefits to 1,311 injured workers--$12 million more than in FY2009 due to reimbursements of previous offsets of social security benefits required by the Utah Supreme Court's decision in Merrill v. Labor Commission.

Uninsured Employers Fund (UEF)

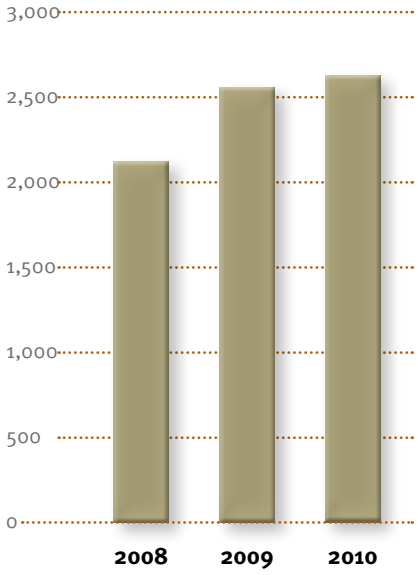
The UEF pays benefits to the injured employees of uninsured and insolvent employers. During FY 2010, the UEF paid $1,728,700 in benefits, which was more than offset by $2,565,800 in penalties and reimbursements collected from employers who had failed to maintain workers' compensation coverage.

The ERF and UEF are funded in whole or in part by assessments paid by workers' compensation insurance carriers and self-insured employers. These assessments, which are subject to statutory limits, are set each fall by the Commission in consultation with the Workers' Compensation Advisory Council. The assessment rate is based on independent actuarial evaluations of the revenue necessary to fund the ERF and UEF's future liabilities.

Internal Efficiencies

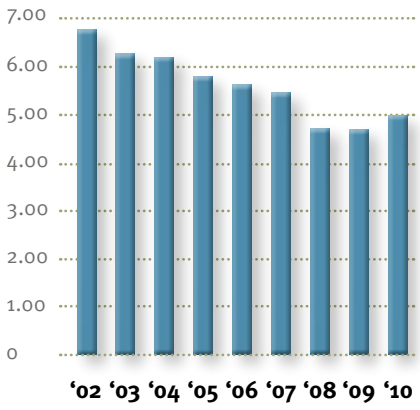
In addition to the items included in the 2010 Accomplishments page, the division is continuing to work on several major computer projects reducing the amount of data entry required by the Labor Commission, employers and insurance companies. One such project is the electronic transfer of payment information from an insurance Third Party Administrator to the Labor Commission.

Number of Investigations Completed



The Industrial Accidents Division monitored worker's compensation coverage for over 83,000 Utah employers in fiscal year 2010. Investigations were conducted on companies not showing coverage.

WC Injuries per 100 Workers in Utah



Utah Occupational Safety and Health Division

Mission

Achieving compliance and providing assistance with safety and health for Utah workplaces.

Vision

Working together, we can make the beautiful state of Utah a safer place to work, elevating our safety and health culture to a higher level of excellence.

Louis M. Silva, *Administrator*
(801) 530-6901
lsilva@utah.gov

Overview

The Utah Legislature enacted the Occupational Safety and Health Act of 1973 to provide for the safety and health of Utah's workers and to establish a state plan with occupational safety and health standards equivalent to federal OSHA standards. On July 16, 1985, federal OSHA recognized that Utah's occupational safety and health program as being "as effective as" the federal program. On that basis federal OSHA relinquished authority over occupational safety and health in Utah to UOSH. Through the three work units described below, UOSH now exercises jurisdiction over 1,146,110 employees and 82,603 employers in Utah.

2010 Highlights

Compliance

The UOSH Compliance Unit conducts safety and health inspections at work sites throughout the state. Inspections are triggered by workplace accidents, complaints of unsafe or unhealthy working conditions, or as part of an inspection plan directed at high-hazard industries. During FY 2010, UOSH Compliance:

- conducted 856 interventions;
- identified 759 hazards;
- issued 719 citations; and
- evaluated safety & health conditions at work sites employing 100,817 employees.

Consultation

UOSH Consultation provides voluntary, non-punitive technical assistance, training and education to Utah's small employers. During on-site surveys, UOSH consultants identify health and safety hazards and suggest options for abating them. Consultants also assist employers in developing effective safety and health management systems, provide training, and identify resources for additional assistance. During FY 2010, UOSH consultants:

- conducted 751 safety and health interventions;
- identified 746 hazards;
- assisted employer in improving workplace safety and health for 82,366 employees; and
- trained approximately 280 workers from 100 companies in "10-Hour Construction Courses."

Labor Statistics

The Labor Statistics Unit collects data on work-related fatalities, injuries and illnesses in order to: 1) provide statistical analysis; 2) identify industries with high rates of occupational injury or disease; and 3) measure the impact of UOSH efforts to reduce workplace injuries and illnesses. During FY 2010 the Labor Statistics Unit:

- conducted 3,010 surveys; and
- achieved a 100% response rate.

Authority

- Utah Occupational Safety and Health Act *(Utah Code Ann. Sec 34A-6 et seq.)*
- Code of Federal Regulations *1952.115(a) et seq.*
- Federal OSHA Act of 1970 *Section 18e*

Internal Efficiencies

- Several Compliance Safety and Health Officers (CSHOS) telecommute and work from their assigned cars rather than from our central office. This saves on mileage to and from the office and also allows for immediate dispatch of personnel when an incident happens in their assigned area.

- UOSH is required by the federal grants to maintain a 24 hour reporting hot line. In the past this hot line was maintained by staff personnel using overtime or on-call hours. During the past year, UOSH managers took over this duty on evenings and weekends and this has resulted in a considerable cost savings in overtime from the previous system.

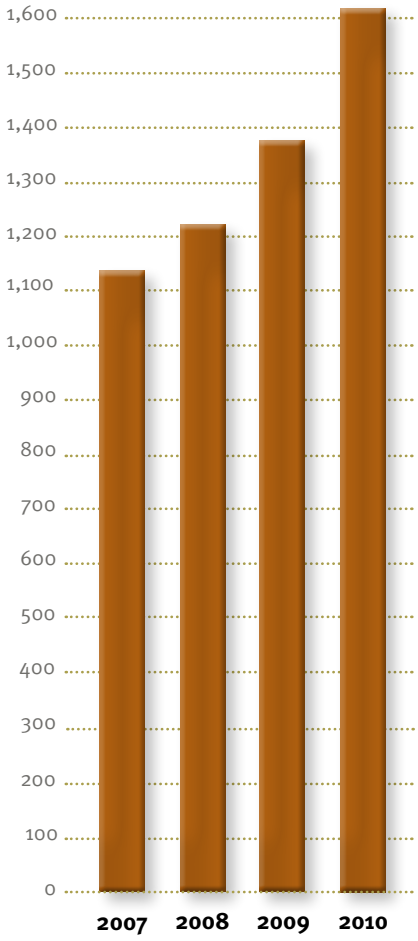
- UOSH has implemented approaches to reduce the cost of training and travel for our CSHOS. The average cost to attend training at the OTI training center in Chicago averages over $2,500 per class. UOSH has implemented efforts to obtain training courses on site. We utilize the expertise of our own most experienced CSHOS to provide training to new staff members, in addition to using local courses offered by the University of Utah. This has translated into a very significant savings for the agency. Another valuable on-going initiative is to work the Utah Petroleum Association, to obtain training related to petroleum refinery operations.

Challenges

- The limited compensation for the type of professional level technical knowledge, education and expertise needed to perform complex occupational safety and health inspections, continues to be a critical challenge for UOSH because it limits our ability to recruit the talent needed to accomplish our mission. Infrequent and limited pay increases result in experienced employees leaving state jobs to go to the private sector for better pay and benefits. Often the state invests over $50,000 in training for each one of those individuals.

- High levels of stress and burn-out in the Compliance program is occurring because of high work load.

UOSH Interventions



Boiler, Elevator and Coal Mine Safety Division

Mission

To maximize boiler, elevator and coal mine safety, and provide for effective coal mine accident response.

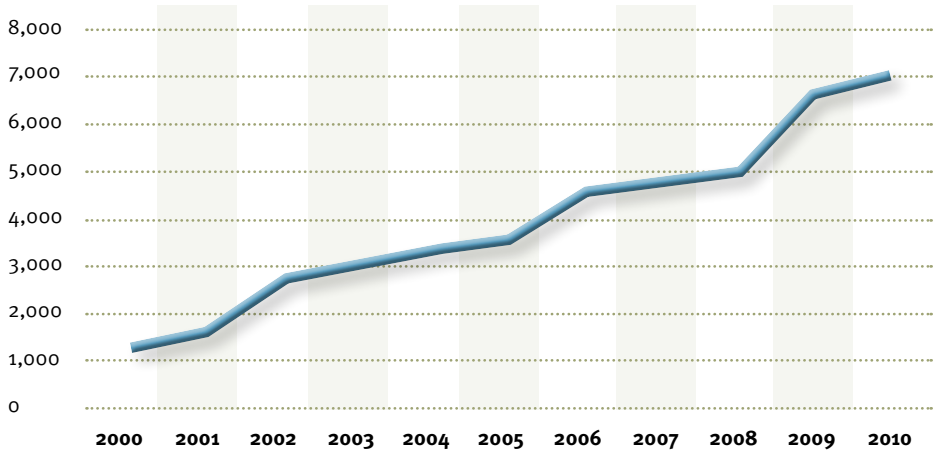
Pete Hackford, *Director*
(801) 530-7605
phackford@utah.gov

Overview

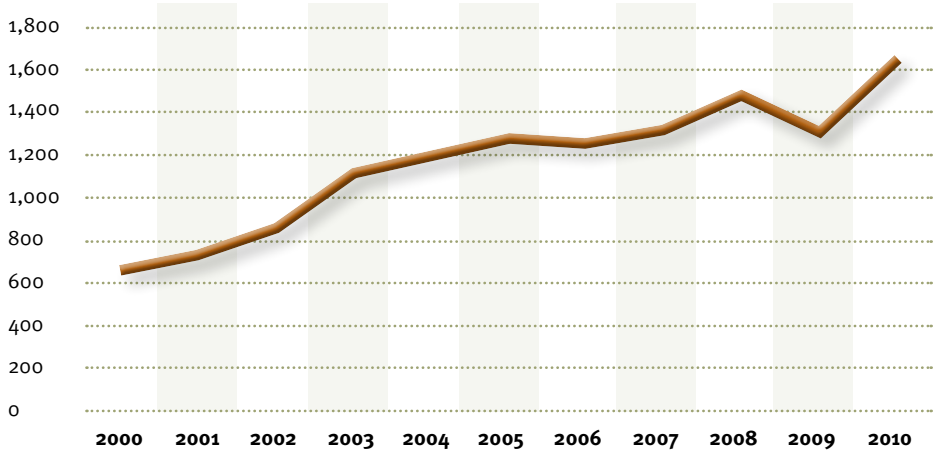
The Division is charged with the task of enforcing state laws as they pertain to boilers, pressure vessels, elevators, coal mine safety and coal miner certification.

The Division employs twelve Boiler/Pressure Vessel and Elevator Inspectors to inspect the state's boilers, elevators and pressure vessels. The Division also authorizes qualified employees of boiler/pressure vessel insurance companies to inspect boilers and pressure vessels on behalf of the Division. Inspection fees are deposited into the state's general fund to offset state appropriations that pay for the Division's operations.

Number of Boilers and Pressure Vessels for which the Division has Responsibility for Inspection Per State Boiler and Pressure Vessel Inspector



Number of Elevators for which the Division has Responsibility for Inspection Per State Elevator Inspector



The Office of Coal Mine Safety is responsible to maximize safety in Utah's coal mines. The Division also maintains an office in Price, Utah, to administer the state's program for certification of miners employed in occupations that are critical to coal mine safety. The Division's Miner Certification Panel--nine individuals with practical experience and technical knowledge related to coal mining—assist in developing, administering and grading the certifications tests.

Statutory Authority

- Utah Code Ann. §34A-7-101 et seq.--boiler, pressure vessel, elevator and escalator safety.
- Utah Code Ann. §40-2-101, et seq.--Coal Mine Safety Act and miner certification.

2010 Highlights

- Inspected 550 new elevators, 877 new boilers and 1,900 new pressure vessels;
- Performed over 21,000 total inspections;
- Issued approximately 16,000 operating permits;
- Administered 511 certification exams to coal miners; and
- Implemented a system that allows inspection fees to be paid on-line.

Challenges

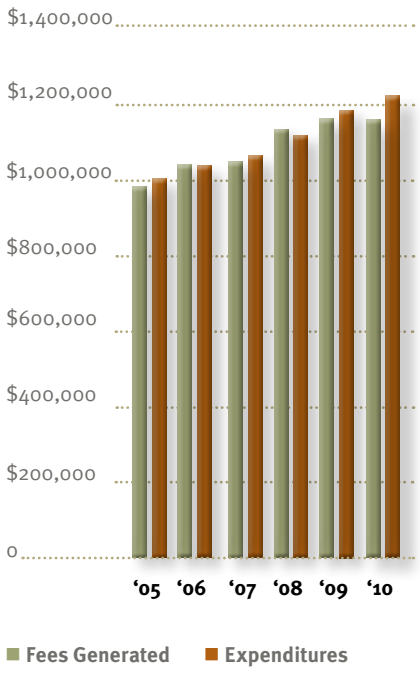
Lowering the number of elevators overdue for inspection. As a result of budget reductions, the Division has fewer inspectors to keep up with Utah's expanding businesses.

Cross-training inspectors to perform boiler and elevator inspections. This will allow one inspector to perform both types of inspections in remote locations, thereby reducing travel time and expense.

Internal Efficiencies

During 2010 the Division reduced the amount of paper documents processed by one-third and implemented an electronic archiving system which takes computer files and creates a electronic file in a standard format suitable for long-term retention. This eliminated numerous boxes of paper permits being sent to State Archives. Now the division will send just one CD each year.

Fees Generated for the General Fund Compared to Division Expenses



Adjudication Division

Mission

To conduct all formal hearings for the Utah Labor Commission concerning aspects of employment related law in a fair, efficient, and effective manner.

Richard M. La Jeunesse,
Presiding Law Judge
(801) 530-6800
rlajeunesse@utah.gov

Overview

The Adjudication Division conducts formal administrative hearings in workers' compensation, appeals of employment discrimination investigations, Utah Occupational Safety and Health (UOSH) citation appeals and workers' compensation insurance compliance penalty appeals. The Division employs 6.5 FTE administrative law judges and 5 FTE clerks. The Division operates an office in Parowan to serve central and southern Utah.

Internal Efficiencies

- The Division has made a shift from the antiquated system of microfilming all case-closing documents to scanning those same documents using existing copying equipment. The scanned record is then stored as a .pdf file within the case history. This provides a record that is readily available for retrieval by Adjudication staff. Additional benefits from this change include the saving of staff time in preserving and providing records. The amount of time stakeholders wait for the retrieval of requested records is also reduced.
- A pilot program has been initiated for electronic filing of documents. The Commission is proposing statute and rule amendments to accommodate this change. This has the potential for cost savings as the number of envelopes, copy costs and postage required to mail documents would be reduced.

2010 Highlights

- A statutory change removed the necessity for certified mailings of medical panel reports to parties of adjudicated cases. This change results in over $3,000 annual savings in mailing costs.
- Eight fumitoxin cases from the Utah Department of Agriculture were handled by the Adjudication Division as an agency courtesy. Fumitoxin cases involve pesticide applicators.
- The Division has provided additional outreach and seminars to the stakeholders of the Adjudication process.

Settlements

In addition to conducting the Commission's formal adjudication process, the Division also has a statutory obligation to review settlement agreements in all workers' compensation claims, even if there is no hearing pending. The Division is also required to review requests by injured workers for lump sum pre-payments of permanent partial disability compensation.

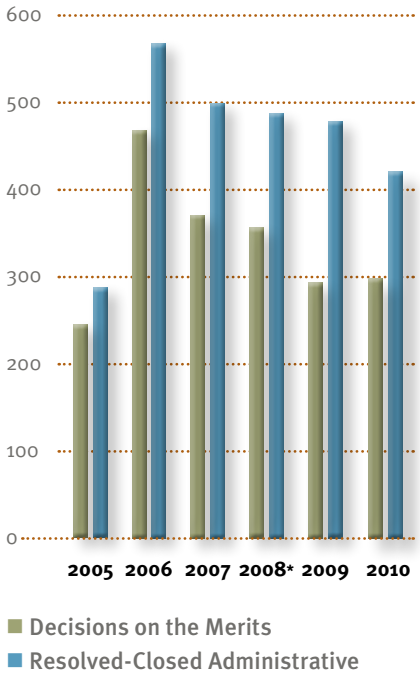
Challenges

The number of antidiscrimination appeals filed with the Division remains high, which continues to cause concern for scheduling. Antidiscrimination appeal hearings take more time on the judges' calendars than other hearings (an average two days for antidiscrimination cases verses 2-4 hours average for workers' compensation hearings). This, in turn, makes litigants wait longer for a hearing time slot on the judges' calendar because more time on the judges' calendars are taken up with antidiscrimination appeal hearings.

Due to current budget constraints, there is an inability to provide administrative law judges (ALJs) with the professional training offered through judicial college. Without the opportunity to attend judicial college where training is provided within the ALJs' specialty, mandatory CLE (Continuing Legal Education) is more difficult to schedule and must be scheduled in small increments. This inefficiency contributes to delays in the scheduling of cases for litigants.

July 2009 – June 2010 (FY 2010) Adjudication Case Activity	
Open case load on July 1, 2009	**1021**
Combined new cases filed	**1459**
Evidentiary hearings conducted	**311**
Hearings on preliminary motions or pre-hearing conferences conducted	**107**
Cases closed by settlement	**532**
Final decisions issued on the merits	**290**
Cases closed on procedural motion decisions	**433**
Interim decisions issued *(workers' compensation medical panel cases)*	**173**
Non-dispositive orders issued on pre-hearing motions	**602**
Medical panel referrals on workers' compensation cases	**202**
Miscellaneous orders	**3**
Workers' Compensation Pre-Litigation Settlement/Lump Sum Reviews:	
Commuted settlement agreements approved	**107**
Disputed validity settlement approved	**246**
Third party settlements approved	**40**
Lump sum payment agreements approved	**103**

Adjudication Division Final Orders Yearly Comparison



**The 518 medical care provider cases filed together in 2007-2008 constituted a one-time event.*

Legal Unit

Mission

In cooperation with the Utah Attorney General, to provide representation and counsel to the Utah Labor Commission.

Alan Hennebold
Deputy Commissioner/General Counsel
(801) 530-6937
ahennebold@utah.gov

Overview

The Legal Unit provides legal support for Labor Commission activity, including:

- Final agency review of decisions issued by administrative law judges;
- Appellate proceedings before Utah's Court of Appeals and Supreme Court;
- Legislative proposals;
- Rule-making; and
- Public information.

Major activities

Motions for review

As noted elsewhere in this report, the Labor Commission enforces Utah's laws regarding workers' compensation, employment and housing discrimination, and workplace safety. Disputes that arise from any of these laws are decided by the Commission's administrative law judges ("ALJs"). Any party dissatisfied with an ALJ's decision can request review by either the Commissioner or the Commission's Appeals Board. The Legal Unit assists the Commissioner and the Appeals Board in reviewing such cases.

Appellate litigation

Decisions of the Commissioner and Appeals Board are subject to review by the Utah Court of Appeals and Utah Supreme Court. The Legal Unit represents the Labor Commission in proceedings before these courts.

Legislative issues

The Legal Unit works with Commission staff, stakeholders, the Office of Legislative Research & General Counsel, and individual legislators in evaluating and drafting legislative proposals. The Legal Unit also participates in the formal legislative process by providing information to legislators and testifying at committee hearings.

Rule-making

In those areas where the Legislature has authorized the Commission to promulgate administrative rules, the Legal Unit assists the Commission and its Divisions in developing, drafting and enacting these rules.

Public information

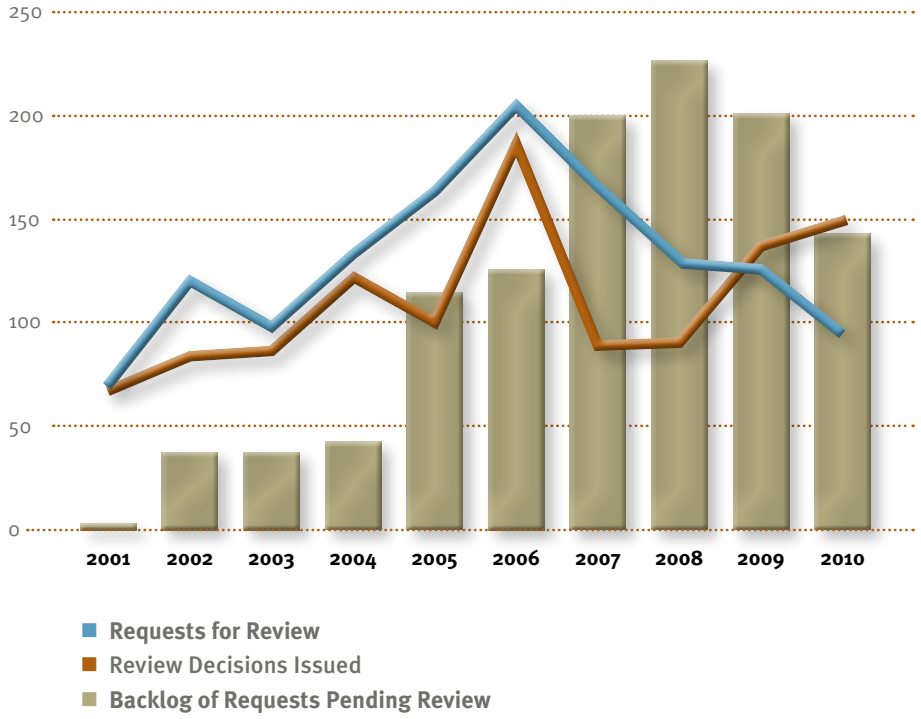
The Legal Unit participates in seminars and other opportunities to provide information about the Commission. The Legal Unit answers also answers public inquiries regarding any aspect of Commission activity.

Internal Efficiencies

Among the Legal Unit's duties, managing the process for Commission's review of ALJs' decisions is the most challenging. Between 2001 and 2008, the number of requests for review of ALJ decisions rose dramatically, by approximately 200%. Although the Commission became more efficient in deciding cases, the Commission was unable to match the increasing workload and the backlog increased. By March 1, 2008, the backlog reached 238 cases.

To mitigate this problem, the Commission reassigned existing staff and implemented case-screening procedures. The Legislature also authorized and funded one additional staff position. The backlog has since declined by 40%, to 140 cases, and may be completely resolved by the end of 2011.

Decisions Reviewed by Commissioner or Appeals Board



Administration Division

Mission

To provide support and assist the divisions and employees of the Utah Labor Commission to serve the people of the state.

David Lamb, *Director*
(801) 530-6816
dlamb@utah.gov

Overview

The Administration Division provides centralized office support, including accounting, budgeting, payroll, travel, contracting and competitive purchasing, facilities, policies and procedures, receivables and cash collections. It also coordinates services from several state agencies: Dept. of Human Resource Management for personnel services; Dept. of Technology Services for computer support; and the State Dept. of Administrative Services for insurance, mail, motor pool, financial and payroll processing, debt collection, building space, utilities and maintenance.

Financial

- The Administration Division has continued to make improvements in financial reports provided to the divisions so division managers can better control expenditures. Reports are normally available within 1 day of the end of an accounting period. Detail payroll reports are distributed to managers three days before payroll is distributed.
- Payroll is now direct deposited to the employee's bank account, and payroll stubs are available on the internet, thereby saving the cost of printing and distributing payroll checks.
- No audit findings or suggestions for improvement were received as part of the six different financial audits performed by other state and federal agencies in FY 2010.
- Reviewed all Labor Commission Divisions budgets and federal grants in detail. Despite significant General Fund budget cuts during the last legislative session, all the Divisions stayed within their FY 2010 budgets. Administration has dealt with approximately 20% General Fund budget cuts, as well as the fact that no increases for the costs related to inflation have been given by the legislature in the past 20 years.
- Improved grant accounting reports and procedures. It was discovered that time could be saved by consolidating all the various reporting systems for grant expenditures into one place in Administration, thereby eliminating duplication of work by the divisions. In addition, for the first time, grant expenses and revenues are being projected by month so managers can determine the amount of money remaining in the federal grants. These projections were key in making the decision to accept additional federal grants (which required some state matching money) for UOSH compliance investigators.

- Insured that the Tax Commission collections for Labor Commission Restricted Funds are transmitted when they are due, and their accrual adjustments are accurate.
- Brought the preparation of all disbursements made by the Labor Commission into one central location for improved controls over cash disbursements.
- Improved controls over physical checks received. They are no longer deposited, but instead they are scanned and transmitted via the internet for deposit directly to state bank accounts. Checks no longer have to be taken to the bank and this avoids time and risks involved in taking a daily deposit to the bank.

Employee Training and Education

Established a program to hold employee training in our offices in classes taught by our own employees, or by using representatives of other state or federal agencies that don't charge for their training. In the latter part of the year, brown bag lunch training meetings were provided by the Utah Department of Health's Healthy Utah program, the Utah Department of Human Resources, and the Utah Division of Risk Management. Subjects included:

- EEOC training
- Federal Limited English Proficiency requirements
- New Federal Health Care Reform Legislation
- Language Translation Services
- Art and Science of Supervision – a 4-day management training course
- Writing for Improved Citizen Communications
- De-Escalation Tactics When Dealing with Individuals with Mental Illness
- Effective Emails and Writing
- Legislative Updates, including budgets, and changes in insurance and retirement plans

Office Security

- Re-evaluated emergency evacuation and earthquake preparedness plans. We also revised and re-issued the Emergency Plan which includes Emergency Contact Information, Emergencies and Evacuation Plan, Safety and Security Policy and Emergency Operations Plan
- Provided CPR training
- Trained employees on personal protection
- Demonstrated how to use Fire Extinguishers in a live presentation from Utah State Risk Management
- Upgraded the customer service desk security system, security camera and security buzzers

General Office Administration

- Coordinated "Balanced Scorecards" for each Division, which provide performance metrics each month. These are sent monthly to the Governor's Office.
- Coordinated web site and Intranet site enhancements. The Labor Commission is continually updating its web site and it averages 250,000 hits per year.
- Distributed a full-color Employee Newsletter each month
- Organized and participated in Employee Orientation programs for new employees
- Held monthly meetings with other agencies in this state-owned building to review issues like parking and security.
- Created the first-ever Labor Commission surveys using internet survey tools which included a Job Satisfaction Survey among Administration Division employees and a Customer Satisfaction Survey of Administration's work by other Divisions in the Labor Commission.

Workplace Safety Grant Program

Overview

The workplace safety program is designed to support the development of workplace safety initiatives aimed at reducing accidents in the workplace, and to create strong collaborative relationships among workplace safety grant recipients to maximize the utilization of programs and resources being developed with workplace safety funds.

Elena Bensor, *Manager*
(801) 530-6918
elenabensor@utah.gov

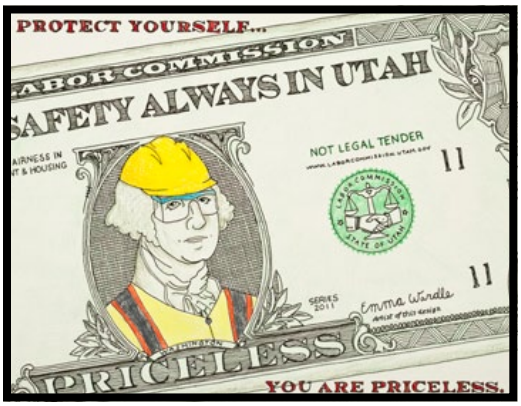
This program is funded by assessments paid by the workers compensation insurance carriers and self-insured employers. Money is appropriated from this fund by the Legislature to award grants for projects or initiatives that demonstrate a commitment to workplace safety. Grants are awarded for programs such as, but not limited to, the development of workshops, OSHA training, implementation of specialized safety initiatives, increasing effort and resources for existing safety programs, and collaborative workplace safety training between organizations.

For the fiscal year ending June 30, 2010, the Utah Labor Commission received 39 proposals for workplace safety grants. A total of 23 grants were awarded for a total amount of $795,048 to support the development of some notable projects which include:

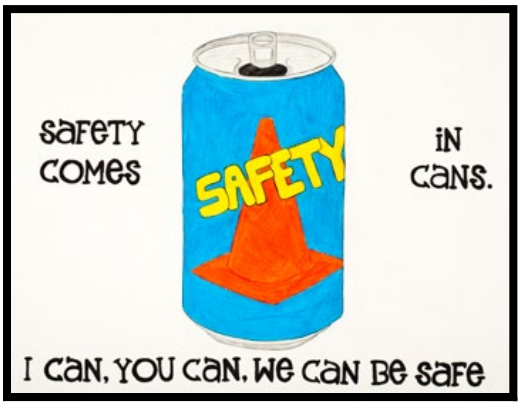
- A grant award to the Utah Restaurant Association to develop a safety program to assist supervisors with their understanding of workplace safety, and how to more effectively relate that information to their Spanish-speaking employees.
- Award to Malt-O-Meal to support their manufacturing facility in Tremonton, Utah with development of their Frontline Precision Leadership Program, designed to improve workplace safety in their manufacturing process.
- The Uintah Basin Applied Technology College received support to develop two new Certifications: Heavy Equipment Operator Certification and Electronic and Instrumentation technician certification training which includes safety skills to decrease the risk of accident or injury.
- Supported safety awareness for minority owned businesses, through continued collaboration with the Latin-American Chamber of Commerce, Alliance Community Services and Utah Safety Council. The programs are designed to increase and develop safety initiatives that will culminate in participant's recognition during the annual safety awards sponsored by the Latin American Chamber of Commerce.
- Spanish Language Safety Workshops provided by Alliance Community Services, created in collaboration with the Workers Compensation Fund of Utah, the Utah Safety Council and other Hispanic-Latino Community based organizations to increase workplace safety awareness and reduce the number of on-the-job injuries.
- Safety Scholarships, to be continued through the Utah Safety Council to local small businesses and supported the Safety Council's safety library.

Workplace Safety Poster Contest

Each year, as part of the Labor Commission's outreach program, money from the Workplace Safety Fund is used to sponsor a "Take Safety Seriously" poster contest to promote safety awareness for Utah's future workforce. The poster contest, in its 13th year, is open to all middle and junior high schools across Utah, including Charter Schools and private schools. Cash awards are given to the winners and to their schools. This year's winning entries were chosen from over 1,100 entries submitted by 33 different middle and junior high schools throughout Utah. The top 12 entries are then included in a safety calendar and 25,000 copies are distributed without cost to schools, businesses, and community organizations.



Emma Kay Wardle of Cedar Ridge Middle School was this year's Workplace Safety Poster Grand Prize and was awarded $500.



Juliet Dahlbert of Kaysville Junior High was this year's Workplace Safety Poster 1st Place Runner Up and received $300.

May Foundry Painting in Reception Area

The Labor Commission has a tradition of using pictures in its offices of employees at work to honor and recognize the contributions of Utah's working men and women. This year we were fortunate to obtain an original painting of workers at a local foundry. The May Foundry makes iron and steel casting parts for machinery, and when they originally started the business, they fabricated parts for mining and smelting companies, as well as railroads. It began operations in Salt Lake City in 1918 and the company is owned by the fourth generation family members. It employs 55 people.

Joy Nunn

The painting is by Joy Nunn, the Vice President of The Utah Watercolor Society, and Director and Member of Art at the Main, a Utah artists' cooperative located in the common area of the new Main Library building in downtown Salt Lake City. Joy has also worked 31 years as a paralegal for a Salt Lake City law firm.

Joy spent many hours touring several manufacturing facilities and construction sites to identify an appropriate subject for her painting before she made the decision to depict several workers at the May Foundry. Joy entered this painting in the 2009 Utah State Fair and won first place in the Amateur Oil and Acrylic categories.

National Association of Government Labor Officials (NAGLO) Conference Hosted by Utah Labor Commission

The Utah Labor Commission and Commissioner Sherrie Hayashi hosted the annual NAGLO conference in Salt Lake City on August 2-5, 2009. NAGLO has been in existence since the early 1900s and it is comprised of the chief labor officials of each state who are responsible for overseeing laws that protect and serve working men and women.

The conference was a big success, with many Labor Commissioners from other states and staff from the Utah Labor Commission in attendance. Jordan Barab, Acting Assistant Secretary of Labor for Occupational Safety and Health, gave the keynote address. Conference topics included e-verify, the Employee Free Choice Act, Innovation for employers in the "Green" Sector, Utah's 4 day workweek, and Mine Accident Investigation and Technology.

One of the conference highlights was an informal behind-the-scenes tour of Kennecott Copper Mine. This was a tremendous opportunity to showcase the beauty, heritage, and economic foundations of Utah.

The Labor Commission appreciates the support of the many organizations and individuals who helped welcome NAGLO to Utah.

Members of Advisory Boards and Councils

Appeals Board

Colleen Colton, Ph.D., *Chair*
Patricia Drawe, J.D.
Joseph Hatch, J.D.

Antidiscrimination & Labor Advisory Council

Employee Representatives

Robert Wilde, *Law Firm of Wilde & Associates*
Tony Montano, *Salt Lake District Attorney's Office*
Kevin Cote, *Utah Plasterers & Cement Masons*

Employer Representatives

Monica Whalen, *Employer's Council*
John Chindlund, *Law Firm of Prince, Yates & Geldzahler*
Rick Thaler, *Law Firm of Ray, Quinney & Nebeker*

General Public Representatives

Ralph Chamness, *Salt Lake City Corp.*
Antonella Packard, *Latin American Chamber of Commerce*
Bev Uipi, *Salt Lake County Community Relations Specialist*

Fair Housing/Landlord Representatives

Keith Nielson, *Pentalon*
Paul Smith, *Utah Apartment Association*

Tenant Representatives

Sonya Martinez, *Salt Lake Community Action Program*
Barbara Toomer, *Disability Rights Action Committee*

Non-Voting Member

Sherrie Hayashi, *Utah Labor Commissioner*

Workers' Compensation Advisory Council

Employer Representatives

Thomas Bingham, *Utah Manufacturers Association*
Dave Davis, *Utah Food Industry Association*
David R. Bird, *Law Firm of Parsons, Behle & Latimer*
Richard J. Thorn, *Utah Chapter of Associated General Contractors*
M. Jeff Rowley, *Salt Lake County Risk Management*

Employee Representatives

Reo Castleton, *Salt Lake County Fire Department*
K. Dawn Atkin, *Law Firm of Atkin & Associates*
Brian Kelm, *Law Office of Brian D. Kelm*
Ralph Astorga, *United Steelworkers of America, Local 392*
William Brandt Goble, *Painters and Tapers Union Local 77*

Non-Voting Members

Ray Pickup, *Workers Compensation Fund of Utah*
Neal Gooch, *Utah State Insurance Commissioner*
Dr. Edward B. Holmes, *Summit View Medical*
Kathleen G. Bissell, *Liberty Mutual Insurance Group*
Sherrie Hayashi, *Utah Labor Commissioner*

Legislative Liaisons

Senator Karen Mayne
Representative Michael T. Morley

Mine Safety Technical Advisory Council

Coal Miner Union

Mike Dalpaiz, *United Mine Workers of America*

Coal Mining Experience

Steven Childs, *Skyline Mine*
Don Shelley, *United Mine Workers of America*

Coal Mine Operators

John Byars, *Sufco Mine*
Jimmy Brock, *Consol Energy, Inc.*

Industry Trade Association

Todd Bingham, *Utah Mining Association*

Law Enforcement

Lamar Guymon, *Emery County Sheriff's Department*

Emergency Services

Terri Watkins, *Castle View Hospital*

Seismology

Walter Arabasz, *University of Utah*

Mine Engineering

Kim McCarter, *University of Utah*

Mine Safety and Training

Ralph Sanich, *Interwest Mining Company*
Randy Tatton, *Mining Health & Safety Solutions*
Miles Nelson, *College of Eastern Utah*

Non-Voting Members

Sherrie Hayashi, *Utah Labor Commissioner*
Bruce Riches, *Utah State Department of Public Safety*
John Baza, *Utah State Department of Natural Resources*
J. D. McKenzie, *U.S. Department of the Interior, BLM*
Allyn C. Davis, *U.S. Mine Safety and Health Administration*

Awards, Honors, and Affiliations

Labor Commission Employee of the Quarter Award

Dan Doyle Employee of the 3rd Quarter,
2009 *Boiler, Elevator and Coal Mine Safety Division*

Erin Latta Employee of the 4th Quarter,
2009 *Industrial Accidents Division*

Aurora Holley Employee of the 1st Quarter,
2010 *Adjudication Division*

Lois Gutierrez Employee of the 2nd Quarter
2010 *Industrial Accidents Division*

Administration Division

Sherrie Hayashi
Western Regional Representative to the National Association of Government Labor Officials

David Lamb
Member of American Institute of CPAs (AICPA) and the Utah Association of CPAs (UACPA)

Bobie Tupou
Member of Association of Governmental Accountants (AGA)

Antidiscrimination and Labor Division

Heather Gunnarson
Member International Association of Official Human Rights Agencies

Brent Asay
Member Interstate Labor Standards Association

Boiler, Elevator, & Coal Mine Safety Division

Mike Pedersen
Member of National Association of Elevator Safety Authorities (NAESA)

Rick "Shorty" Sturm
Member of the National Board of Boiler & Pressure Vessel Inspectors (NBBI)

Industrial Accidents Division

Ronald Dressler
Member of National Council of Compensation Insurance (NCCI), International Association of Industrial Accident Boards & Commissions (IAIABC), and the Western Association Workers' Compensation Boards (WAWCB)

Tonya Gallegos
Member of the International Risk Management Institute, holds Utah Insurance License, certified Construction Risk and Insurance Specialist

UOSH Division

Louis M Silva
State-representing member of the Federal Emergency Response Steering Committee for the Occupational Safety and Health State Plan National Association (OSHSPA).

VPP Awards

The Voluntary Protection Program (VPP) promotes comprehensive workplace safety and health management systems through cooperative relationships among management, labor, and OSHA. Admission to VPP status constitutes UOSH's official recognition of company management and employees who have achieved exemplary occupational safety and health. In FY 2010, UOSH Compliance recognized three companies with VPP status:

	Employees
ConocoPhillips Pipeline Company	14
Firestone Building Products	20
Pacific States Cast Iron Pipe Company	334

SHARP Awards

OSHA's Safety and Health Achievement Recognition Program (SHARP) recognizes small employers who operate exemplary safety and health management systems. During FY 2010, UOSH Consultation recognized three companies in the SHARP Program.

	Employees
ProMold	48
Horsley Company	44
Balchem Corporation	11

Utah Labor Commission Phone Directory and Services Information

Commissioner: Sherrie Hayashi
P.O. Box 146600
160 East 300 South, 3rd Floor
Salt Lake City, Utah 84114-6600

www.laborcommission.utah.gov

Utah Labor Commission main number ..... **(801) 530-6800 / 6801**
- Toll free in state ..... (800) 530-5090
- Administrative Services ..... (801) 530-6880

Antidiscrimination & Labor: Employment & Housing Discrimination,
- Labor & Wage Claims ..... (801) 530-6801
- Toll free ..... (800) 222-1238

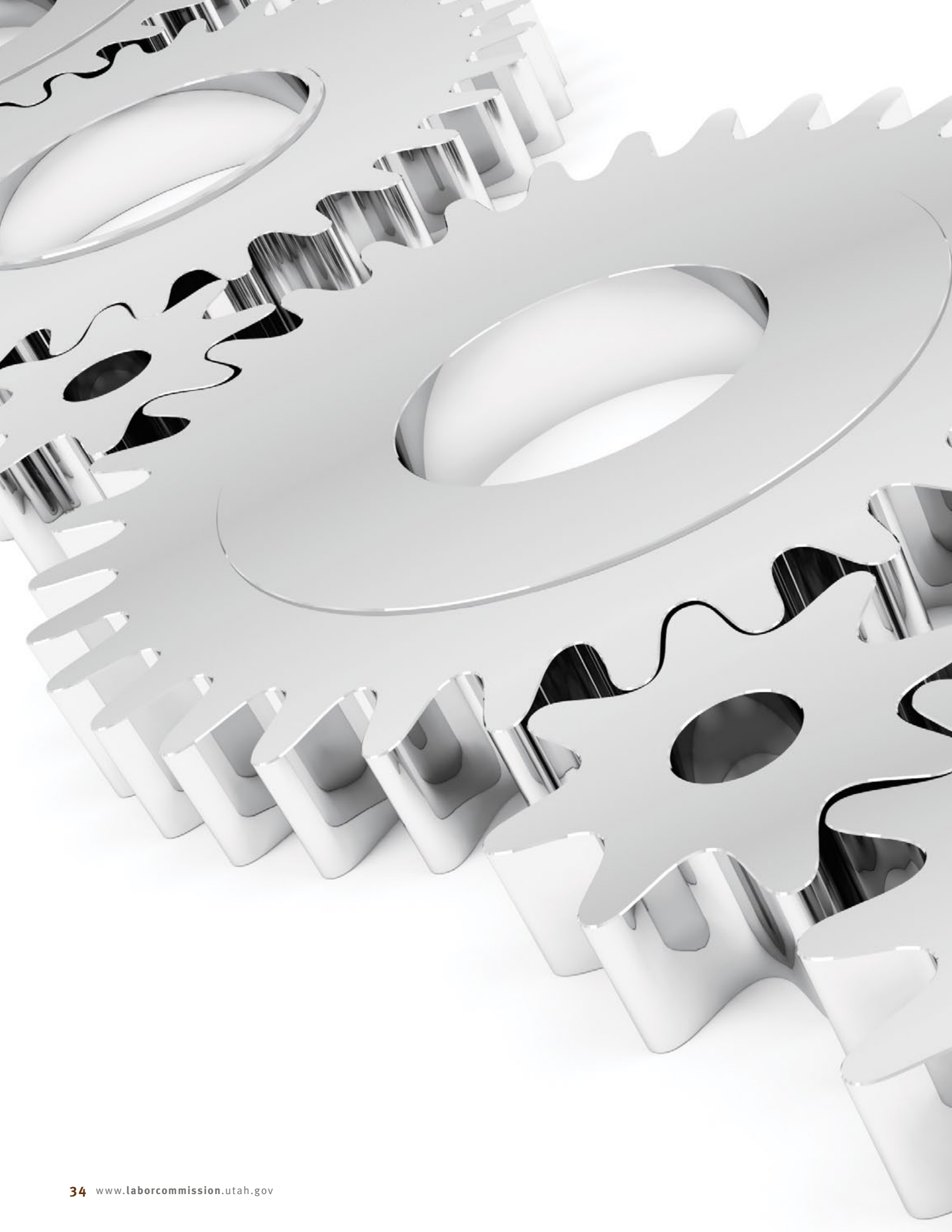
Adjudication ..... **(801) 530-6800**

Boiler, Elevator & Coal Mine Safety ..... **(801) 530-6850**
- Boiler Inspectors ..... (801) 530-6850
- Elevator Inspectors ..... (801) 530-6850
- Office of Coal Mine Safety ..... (435) 636-1467
- Toll Free ..... (888) 9UT-MINE
- Miner Certification ..... (435) 636-1465

Industrial Accidents & Worker's Compensation ..... **(801) 530-6800**
- Toll Free ..... (800) 530-5090
- Employers' Reinsurance Fund (ERF) ..... (801) 530-6800
- Uninsured Employers' Fund (UEF) ..... (801) 530-6800

Utah Occupational Safety & Health- Utah OSHA Main number ..... **(801) 530-6901**
- To report workplace fatalities, injuries or to file a safety complaint ..... (801) 530-6901
- Questions about UOSH inspections ..... (801) 530-6901
- Questions about Job Safety & Health/Consultation Services ..... (801) 530-6855

Labor Commission – Workplace Safety – Grants and Resources ..... **(801) 530-6918**



2010

Utah Labor Commission
160 East 300 South, 3rd Floor | PO Box 146600
Salt Lake City, Utah 84114-6600
(801) 530-6800 | Toll free instate: (800) 530-5090
www.laborcommission.utah.gov