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13**

**20  
14**

# **ANNUAL REPORT**

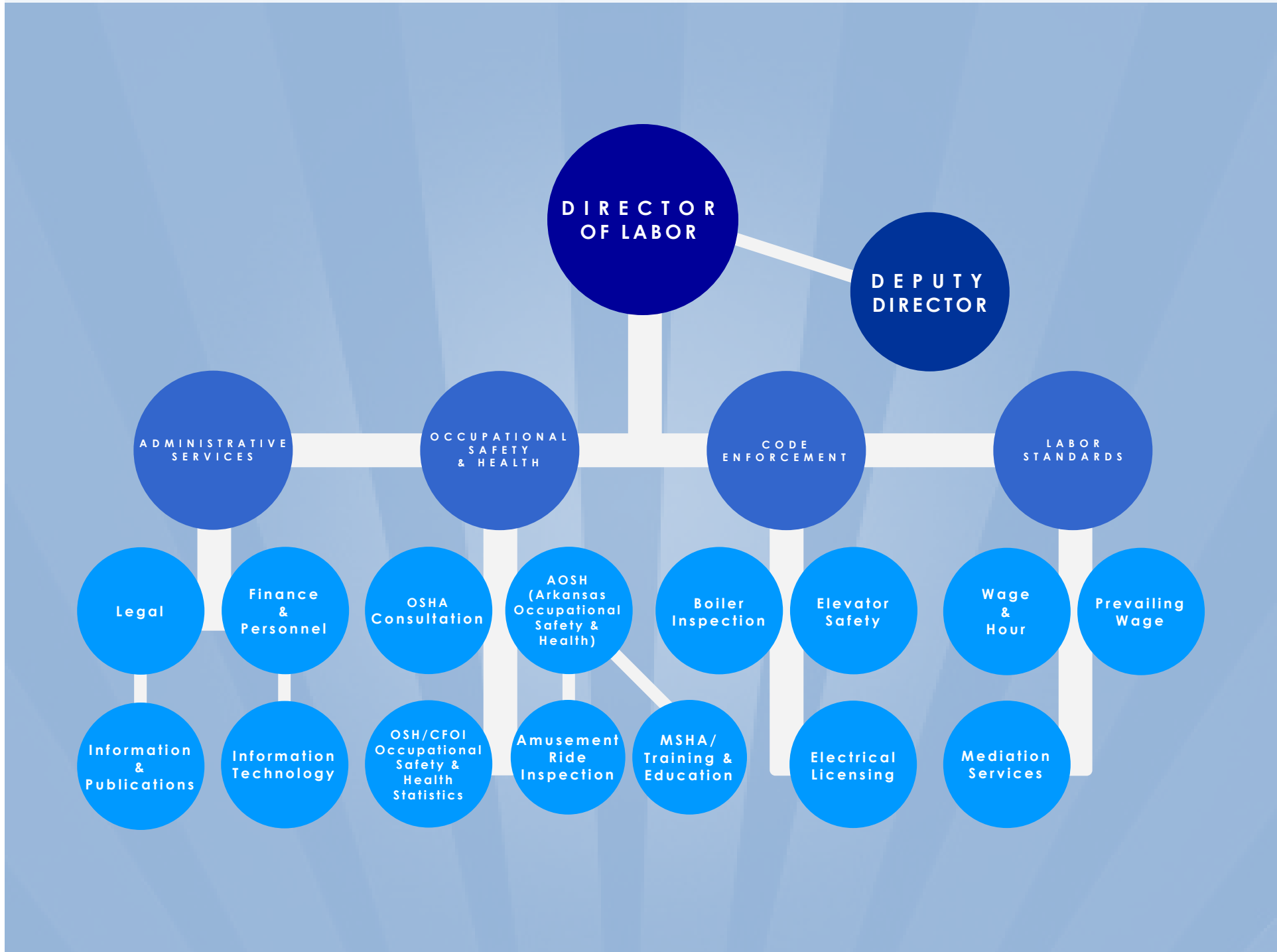
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**ARKANSAS DEPARTMENT OF LABOR**



**DIRECTOR RICKY BELK**

“Countless Arkansas workers have been positively impacted by the activities of this agency. Our enforcement of labor laws, workplace safety training, and improvements in accessibility to information and online services have made it possible for the citizens of our State to go about the business of work with the assurance that we are dedicated to looking out for them. I am extremely proud of our dedicated staff and their commitment to serving our State’s workforce.”



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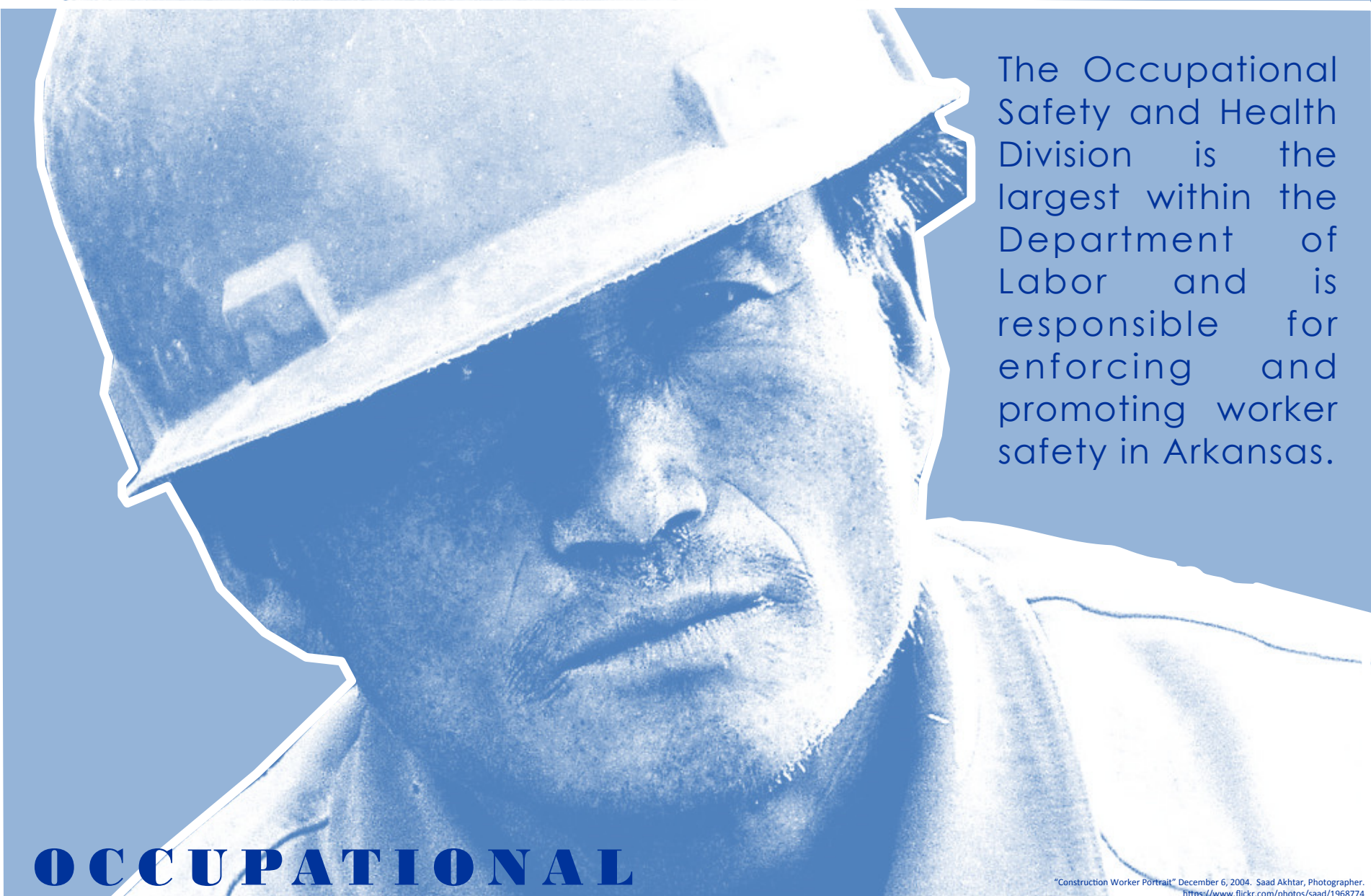
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The Occupational Safety and Health Division is the largest within the Department of Labor and is responsible for enforcing and promoting worker safety in Arkansas.

**OCCUPATIONAL  
SAFETY & HEALTH**

"Construction Worker Portrait" December 6, 2004. Saad Akhtar, Photographer.  
<https://www.flickr.com/photos/saad/1968774>

Presenting safety awards to businesses and individuals who excel in promoting safety and health.

Conducting complaint, accident and fatality investigations in the public sector.

Making routine inspections of publicly-owned workplaces.

Providing free safety consultation services to Arkansas businesses and mines.

## OCCUPATIONAL SAFETY & HEALTH

Inspecting amusement rides to assure the safety of visitors and workers.

Providing informational services and training classes regarding key safety and health issues in order to better equip Arkansas's workforce against occupational hazards.

Conducting annual surveys of workplace fatalities, injuries and illnesses in the state.

# SAFETY AWARDS

The Occupational Safety and Health Division presents several types of safety awards to companies and individuals in recognition of their outstanding achievements in workplace safety. These include:

## Million Work Hour Award

Presented to companies and organizations whose employees have accumulated a million work hours without a lost day away from work due to work-related injuries or illnesses.

## Safety Award of Merit

Presented to employers that have operated without a lost time injury according to the following criteria:

\*Must have an effective safety and health program.

\*Must have one or more employees and have worked three or more years or accumulated at least 500,000 work hours without a lost time injury.

## Accumulative Years Service Award

Designed for small employers that operate for multiple years without a lost day away from work, but are unable to reach the Million Work Hour Award.

## Meritorious Service Award

Given to Arkansas citizens who have either recognized an immediately dangerous situation and eliminated the potentially hazardous condition, or attempted to save or did save another person's life. The Meritorious Service Awards Committee requires that recipients be nominated by another person for their efforts and then screened by the committee.

## JULY 2013 - JUNE 2014

1 Million Work Hours —	10
2 Million Work Hours —	8
3 Million Work Hours —	1
4 Million Work Hours —	3
7 Million Work Hours —	1
13 Million Work Hours —	1
Accumulative Years —	29

**TOTAL # OF AWARDS  
JULY 2013 — JUNE 2014**

**53**

**TOTAL # OF AWARDS  
JULY 1976 — JUNE 2014**

**1,573**



**2013-2014 WORKERS' SAFETY CONFERENCES**



Drugs  
In The  
Workplace

## TOPICS

Anger  
Management  
On The  
Job

Safety &  
Health  
Hazard  
Recognition

Supervisor  
Roles In  
Safety

Personal  
Protective  
Equipment

Teen  
Safety

Ergonomic  
Hazards

Temporary  
Worker  
Safety

Risk  
Assessment

The Arkansas Department of Labor and the U.S. Department of Labor presented 11 safety conferences across the state with additional sponsorship from local safety associations.

The seminars are designed primarily for hourly employees, but supervisors, managers, engineers, maintenance workers, plant managers, and those holding positions on organizational safety committees are also encouraged to attend. This emphasis on reaching the hourly worker distinguishes these conferences from other types of training offered around the state.

Additional information can be obtained by contacting Nita Matlock at 501-682-9092 or [matlock.juanita@dol.gov](mailto:matlock.juanita@dol.gov).

## PARTNERS

South  
Arkansas  
Safety  
Advisory  
Group

Southeast  
Arkansas  
Human  
Resources &  
Safety  
Committee

Domtar

River  
Valley  
Association

Regional  
Industrial  
Safety  
Alliance

Southeast  
Arkansas  
Technical  
College

Mid-South  
Business  
&  
Industry  
Council

Northwest  
Arkansas  
Occupational  
Safety &  
Health  
Council

World  
Safety  
Organization

# MEDIA RESOURCE CENTER

The Occupational Safety and Health Division manages the Department's Media Resource Center, which consists of three media libraries. The original and most extensive of these is located at the Little Rock office, a second collection is housed at Black River Technical College in Paragould, and a third library can be found at Northwest Arkansas Community College in Bentonville.

The libraries contain DVDs, videos, and slide cassettes dealing with various safety-related topics. Many are available in English and also in Spanish. They are available to companies and individuals to borrow for training sessions and safety committee meetings at no charge. New titles are constantly being added. To borrow materials from the Center, send us a letter detailing your request, fill out and submit a form on our web page, or visit the Safety Division office to complete a form in person.

For more information, contact Milana Dennis at (501) 682-9090 or milana.dennis@arkansas.gov.

## MEDIA RESOURCE CENTER USE JULY 2013 - JUNE 2014



**PUBLIC SECTOR: 152**  
**PRIVATE SECTOR: 183**  
**TOTAL: 335**



The OSHA Consultation Section's goal is to assist employers in complying with federal OSHA requirements.

Consultants work only with industries and employers who request their help. Preference is given to small, high hazard businesses. They conduct either a limited or comprehensive safety and health survey.

Upon completion of the survey and applicable tests, a written report is processed and sent to the employer. The employer is then required to correct all serious hazards found by the consultant and notify the division when the corrections have been made.

In addition, consultants offer informal training and a wealth of information and material covering a wide variety of safety-related topics to help foster a culture of workplace safety.



**OSHA**

**CONSULTATION**

**195 COMPANIES ASSISTED**

**245 INITIAL VISITS**

**4 TRAINING & ASSISTANCE VISITS**

**17 FOLLOW-UP VISITS**

**266 TOTAL VISITS**

**1,263 HAZARDS IDENTIFIED**

**12,203**

**EMPLOYEES  
REMOVED  
FROM RISK**

**SHARP & VPP**

Employers who have exemplary safety and health management systems, may qualify to be placed on the federal recognition and exemption program called SHARP (Safety and Health Achievement Recognition Program).

In this program, employers who achieve SHARP status receive an exemption from OSHA's general programmed inspections for one year, and if they qualify for a SHARP renewal the exemption can be up to two years from the programmed inspections.

Employers that qualify for SHARP the first year will also receive a special certificate from the federal OSHA program, a plaque, and a SHARP banner or flag from the state Consultation program to recognize their outstanding safety and health program.

**SHARP  
SITES**

**60**

## **9TH ANNUAL SHARP/VPP CONFERENCE**

**223**

**PARTICIPANTS**

**65**

**COMPANIES**

The AOSH (Arkansas Occupational Safety & Health) Section is responsible for administering Arkansas's laws dealing with safety and health, which primarily includes public sector employers exempt from federal OSHA. AOSH investigates complaints, accidents, and fatalities in public sector workplaces and conducts inspections to identify violations of Arkansas safety and health regulations. AOSH also promotes a culture of workplace safety by conducting training and awareness programs across the state.

AOSH also promotes "safety culture" by helping to develop, implement and maintain safety and health programs whenever the need arises. To this end, a number of seminars are held throughout the state for the public sector each year. Some of the subjects offered include Public Employees' Chemical Right To Know, Bus Shop Safety, Kitchen Safety, Trenching and Excavation, Bloodborne Pathogens Programs, Ergonomics, Violence in the Workplace, Hazard Recognition, Slips/Trips/Falls, and General Safety. Additionally, on-site informal training may be provided at the time of a consultation visit.

For information about AOSH, contact AOSH Division Manager Kevin Looney at (501) 682-9091, or e-mail [kevin.looney@arkansas.gov](mailto:kevin.looney@arkansas.gov).

**7**

**ACCIDENT INVESTIGATIONS**

**0**

**FATALITY INVESTIGATIONS**

**23**

**COMPLAINT INVESTIGATIONS**

**213**

**CONSULTATION VISITS**

**27,710**

**EMPLOYEES AFFECTED BY HAZARDS FOUND**

**A O S H**

**TRAINING**

**9 SEMINARS  
11 CONFERENCES  
123 FORMAL  
TRAINING  
SESSIONS**

**3,806  
ATTENDEES**



## BLASTING

The Quarry and Open Pit Mine Blasting Control Act of 1995 gave the Arkansas Department of Labor jurisdiction over restrictions and limits on blasting at quarries and open pit mines.

To that end, AOSH provides consultation to operators, property owners, and the general public concerning complaints related to blasting. Seismograph monitoring of blasting sites is also available. Individuals conducting blasting in Arkansas are required by Arkansas Code 13 to attend a blasting safety training course. For more information about blasting, contact Bob Cook at (501) 682-9091 or bob.cook@arkansas.gov.

- 7 **BLASTING COMPLAINTS**
- 7 **BLASTING INVESTIGATIONS**
- 2 **BLASTING CONSULTATIONS**
- 129 **BLASTING CARDS ISSUED**
- 18 **BLASTING CODE COMPLIANCE INSPECTIONS**
- 16 **CLASSES CONDUCTED**
- 78 **CLASS ATTENDANCE**
- 6 **SEISMOGRAPH MONITORINGS**

## AMUSEMENT

## RIDE

## SAFETY

Throughout the year, AOSH inspects amusement rides at county, district, and state fairs, permanent rides at the state's various theme parks, go-kart tracks, zip lines, and challenge courses. Department inspectors are trained and certified by the National Association of Amusement Ride Safety Officials (NAARSO).

744

**VIOLATIONS**

193

**COMPANIES  
INSPECTED**

567

**INSPECTIONS**

4,479

**RIDES INSPECTED**

\$90,825.00

**FEES COLLECTED**

The Amusement Ride Safety Advisory Board's duty is to assist the Director of Labor with the formulation of rules and regulations regarding the safe operation of amusement rides, and to give the Department such counsel and advice as will aid it in the proper enforcement and administration of the provisions of the law. placed amusement rides.

Present board members are:

Richard Davies, Director of Arkansas Parks & Tourism  
Ricky Belk, Director of Labor, chair.  
Johnny Miller  
Jessyka Hanna  
Weldon Wynn



The Mine Safety and Health Administration assists mining companies and contractors in complying with the federal safety and health laws. This is accomplished by the preparation of training plans, the teaching of workers and the general public about various safety and health subjects, and the review of training records.

For information on the State Mine Safety and Health program, contact Susan Weaver at (501) 682-4520 or [susan.g.weaver@arkansas.gov](mailto:susan.g.weaver@arkansas.gov).

### MSHA TRAINING

**233 CLASSES CONDUCTED**

**2,603 ATTENDEES**

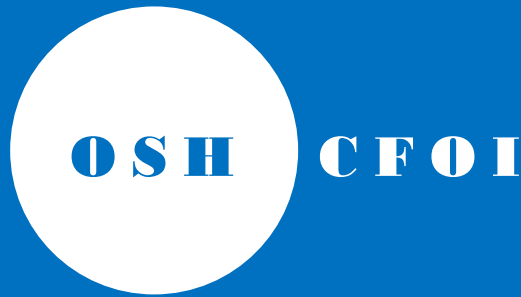
**\$72,920 DEPOSITED**

### GENERAL TRAINING

**185 CLASSES CONDUCTED**

**1,491 ATTENDEES**

**\$31,040 DEPOSITED**



The Occupational Safety & Health Census of Fatal Occupational Injuries Division (OSH/CFOI) conducts the annual Survey of Occupational Injuries and Illnesses (SOII) from a random sample of both public and private employers.

The division also collects data for the Census of Fatal Occupational Injuries (CFOI). This program produces comprehensive, accurate, and timely counts of fatal work injuries in the state of Arkansas.

To compile counts that are as complete as possible, the census uses multiple sources to identify, verify, and profile fatal worker injuries. Information about each fatal workplace injury - occupation and other worker characteristics, equipment involved, and circumstances of the event - is obtained by cross-referencing source records such as death certificates, workers' compensation reports, and Federal and State agency administrative reports.

## 2012

**63**

Workers lost their lives in Arkansas, compared to 93 in 2011.

**3.4**

Work-related injuries and illnesses were reported for every 100 full-time workers, down from 3.6 in 2011.

**37.2%**

Of these work-related injuries and illnesses were sprains and strains. 2012 is the 21st year in a row that sprains and strains were the most common injury.

Data compiled by the Division is issued annually for the preceding calendar year. These data are used by safety and health policy analysts and researchers to help prevent fatal work injuries by:

- Informing workers of life threatening hazards associated with various jobs.
- Promoting safer work practices through enhanced job safety training.
- Assessing and improving workplace safety standards.
- Identifying new areas of safety research.

For more information or copies of the publications of SOII or CFOI statistics, contact Don Cash at 501-682-4542 or [cash\\_d@states.bls.gov](mailto:cash_d@states.bls.gov)

The Code Enforcement Division is responsible for protecting the public from hazards associated with the installation, use, and operation of boilers and elevators, and the activities of electricians in the State of Arkansas.



**C O D E**

**ENFORCEMENT**

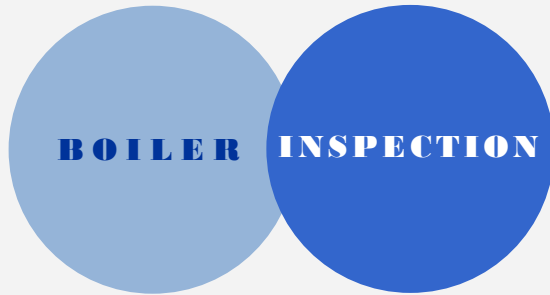
Protecting the public from hazards associated with the installation, use, and operation of boilers and elevators, and the activities of electricians in the State of Arkansas.

# CODE ENFORCEMENT

LICENSING

PERMITTING

INSPECTING



The Boiler Inspection section seeks to protect the public from the inherent dangers prevailing in the construction, operation, repair, alteration and incorrect usage of boilers and pressure vessels by enforcing boiler and pressure vessel safety laws, rules and regulations of the State of Arkansas. This includes the adoption and enforcement of various codes formulated by the American Society of Mechanical Engineers (ASME) and the National Board of Boiler and Pressure Vessel Inspectors.

To that end, the Boiler Inspection Section licenses installers, repair firms, and boiler operators to help assure the safety of construction, installation, repair and operation of boilers and pressure vessels.

The Boiler Advisory Board was created to assist in the formulation of rules and regulations for the construction, installation, inspection, repair, and operation of boilers, unfired pressure vessels and their appurtenances, and of pressure piping in the State of Arkansas.

The Board members represent insurance companies that inspect and insure boilers and pressure vessels, operating engineers, owners and users of boilers and pressure vessels, and boiler manufacturers.

The current Board members are:

- Ricky Belk, Director of Labor, ex officio chair
- Richard Millé, representing Boiler Manufacturers
- Stephen Case, representing Operating Engineers
- Carlos Nagel, owner or official of a concern using at least 200 boiler hp with 10 years of experience
- William Adkins, employee of a company insuring boilers.

## JULY 2013 - JUNE 2014

**31,078**

**INSPECTIONS PROCESSED**

**638**

**MISCELLANEOUS CHARGES PROCESSED**

**7,087**

**LICENSES ISSUED**

**626**

**PERMITS ISSUED**

**TOTAL DEPOSITS:**

**\$ 8 7 7 , 5 4 3 . 2 8**



**ELECTRICAL**

**LICENSING**

The Arkansas Board of Electrical Examiners was created by Arkansas Code Annotated §§17-28-101 through -307, which is commonly known as the "State Electricians' Licensing Law." It provides for the licensing of master and journeyman electricians, residential master and residential journeyman electricians, air-conditioning electricians, industrial maintenance electricians, sign specialists, and apprentices. The Arkansas Electrical Code Authority Act, Arkansas Code Annotated §20-31-101 et seq., authorizes the Board to adopt rules and regulations to establish statewide minimum standards for electrical work in Arkansas.

Current Board members are:

Ricky Belk, Director  
Danny King, Chairperson, representing City Inspectors  
Robert Unwer, representing Contractors  
Benjamin "Rusty" Mullen, representing Engineers  
Charlotte Bradley, representing Private Utilities  
Todd Hopwood, representing Public Utilities  
Corrie Wylie, representing the Public  
Bob Robinson, representing Electricians  
Bill Hegeman, representing the Elderly

**JULY 2013 - JUNE 2014**

**2.700**

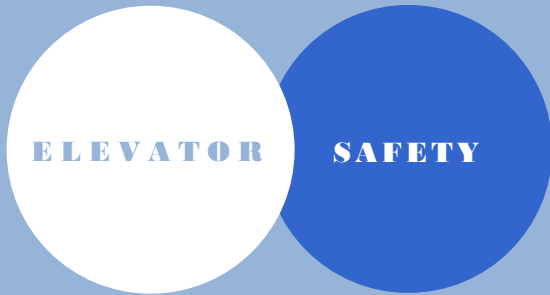
**INSPECTIONS**

**12.565**

**LICENSES ISSUED**

**TOTAL DEPOSITS:**

**\$ 510,016.00**



The Elevator Safety Section is responsible for enforcing state law Ark. Code Ann. §§20-24-101 et seq. regarding the inspection and permitting of elevators, escalators, dumbwaiters, and wheelchair lifts. This Section is also tasked with witnessing required safety and pressure tests, inspecting new installations, and licensing qualified elevator inspectors, mechanics, and contractors.

The Elevator Safety Board is charged with a number of duties, including revocation or suspension of any elevator inspector's license for cause; adopting, amending or repealing rules and regulations; issuing variances; and hearing any appeals from action taken by the Elevator Safety Section.

Present Elevator Board members are:

- Ricky Belk, Director of Labor, chair
- Dru English, representing building owners and lessees
- Raymond Styers, representing elevator manufacturers
- Marvin Vaughter, representing elevator industry work preservation fund
- Bob Gram, representing the public at large

For more information on the Elevator Safety Section, call (501) 682-4538, or e-mail [Lenora.treadway@arkansas.gov](mailto:Lenora.treadway@arkansas.gov)

## JULY 2013 - JUNE 2014

212

**PERMITS ISSUED**

326

**LICENSES ISSUED**

1,237

**WITNESS TESTS**

**TOTAL DEPOSITS:**

**\$380,643.00**

The Labor Standards Division is comprised of the Wage and Hour, Private Employment Agency, Prevailing Wage and Mediation and Conciliation Sections, and aims to assist the public in understanding their rights and responsibilities under the applicable laws by investigating reported violations, standardizing enforcement procedures, and interpreting the rules and regulations.



# **LABOR STANDARDS**

Assisting the public in understanding their rights & responsibilities under the applicable laws.

Investigating reported violations.

# LABOR STANDARDS

---

Standardizing enforcement procedures.

Interpreting rules & regulations.

The Wage and Hour Section administers and enforces the Arkansas labor laws relating to minimum wage, overtime, student learners, child labor, disabled workers, equal pay and the collection of unpaid wages involving \$2,000 or less for employees who work or have worked in Arkansas.

Field staff conduct routine inspections of workplaces throughout the state providing information, enforcing the labor laws, investigating complaints and wage claims and consulting with both employers and employees.

**562**

**INVESTIGATIONS**

**\$325,829.50**

**WAGE & HOUR  
COLLECTIONS**

**1,022**

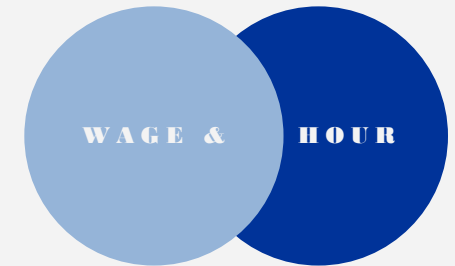
**MINOR WORK PERMITS**

**512**

**WAGE CLAIMS FILED**

**\$49,551.41**

**WAGE CLAIMS COLLECTED**



The Prevailing Wage Section administers the Arkansas Prevailing Wage Law, Ark. Code Ann. §§ 22-9-301 through -315. This section is responsible for conducting annual wage surveys of both building and heavy construction projects to establish minimum wages for laborers and mechanics employed on public works projects, and to investigate any alleged violations of those guidelines.

**44**

**INVESTIGATIONS**

**617**

**DETERMINATIONS**

**\$26,881.42**

**COLLECTED**





## **PREVAILING WAGE ADVISORY COMMITTEE**

The mission of the Prevailing Wage Advisory Committee is to provide advice and assistance to the Director of Labor and his staff in the ongoing review of the content, adequacy and effectiveness of the Department of Labor's administration and enforcement of the Arkansas Prevailing Wage Law.

Members of the committee during the 2013-2014 fiscal year included:

Ricky Belk, Director, Arkansas Department of Labor, ex officio chair

Anne Laidlaw, Director, Arkansas Building Authority

Dennis Donahou, representing workers

Tanif Crofts, representing workers employed in construction

Rickey Jeu, representing workers employed in construction

Robert Garmoe, Ironworkers Local #321

David Stephens, IBEW Local #295

James Alessi, representing contractors engaged in construction

Kevin Coakley, representing contractors engaged in construction

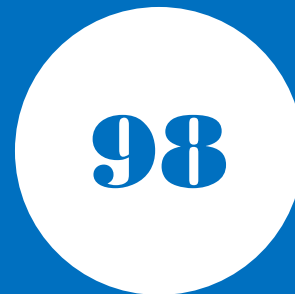
Tyler Denton, representing state or local agencies engaged in public works

Judge Marilyn Edwards, representing state or local agencies engaged in public works

## **PRIVATE EMPLOYMENT AGENCY**

Arkansas Code Annotated §11-11-101 et seq. authorized the Private Employment Agency Section to license and regulate all private employment agencies in Arkansas that charge a fee to the applicant. Agencies are licensed only after bonding and examination requirements have been met, and after the Agency has demonstrated business integrity, financial responsibility and sound judgment.

All agency owners, managers, and counselors are required by law to pass a qualifying examination. They are also required to maintain records regarding refunds due to applicants, agency newspaper advertisements, applicant referrals, job orders solicited from clients, and all agency business transactions.



**LICENSES  
ISSUED**

## **MEDIATION ~ & ~ CONCILIATION**

Arkansas Code Annotated §11-2-201 et seq. authorizes the Mediation and Conciliation Section to intervene in any labor dispute - strictly in a mediatory or conciliatory capacity - to assist both parties in reaching an equitable agreement.

The Federal Labor Management Relations Act of 1947 requires all parties wishing to amend or terminate an agreement to notify both state and federal mediation authorities of their intent. The state mediator's responsibility is to then promote peace and harmony in employer/employee relations by encouraging voluntary arbitration between parties, thereby avoiding lockouts, boycotts, blacklists, discrimination, and legal proceedings.

The state mediator holds all information obtained during negotiations in the strictest of confidence and his services are free of charge.

For more information, contact Leroy Skinner at (501) 682-6236 or [leroy.skinner@arkansas.gov](mailto:leroy.skinner@arkansas.gov)

The Administrative Services Division includes Finance and Personnel, Information Technology, Legal, and Information and Publications. These sections provide a wide variety of support services for the entire agency.



# ADMINISTRATIVE SERVICES

Managing the Agency's finances & personnel.

Providing technical assistance for computer systems & other associated technologies.

## ADMINISTRATIVE SERVICES

Handling litigation & other legal services for the Agency & its regulatory Boards.

Overseeing the various media and publications by which the Agency communicates and disseminates information.



**FINANCE**

**& PERSONNEL**

Managing the agency's annual budget of approximately \$7.5 million is one of the primary responsibilities of the Finance and Personnel Section. This includes budget preparation and monitoring, transfer and disbursement of funds, preparation of reports and grant applications, and management of federal grants received from the Occupational Safety and Health Administration, the Mine Safety and Health Administration and the Bureau of Labor Statistics.

The section is also responsible for purchasing and inventory control, policy development and implementation, advertising job vacancies and personnel recruitment, and handling employee benefits and payroll.



**INFORMATION**

**TECHNOLOGY**

The Information Technology Section is responsible for planning, designing, implementing, installing, and maintaining the agency's computer network and all associated components. This includes deployment of agency technology solutions, administration, support for more than one hundred desktop and portable computers, servers, information systems and supporting hardware and software.

As technology is always evolving, the IT Section must stay abreast of changes and determine how, if, and when the agency can benefit from innovative technologies and solutions. IT is continuously expanding in-house training for employees, and striving to streamline and automate processes such as license renewals, certifications, inspections, and permits, as well as partnering with the Information Network of Arkansas (INA) to offer other online services.



**LEGAL**

The Legal Section handles litigation on behalf of the agency, including enforcement actions on behalf of the agency's regulatory sections. Much of the litigation relates to the enforcement of the state's wage laws, including the state's minimum wage and overtime laws. Additionally, the attorneys on staff provide legal advice to the agency and its regulatory boards. They analyze and monitor proposed legislation and draft administrative regulations.

Other work may involve administrative law issues relating to the licensing, permitting or inspection activities of operations such as boilers, amusement rides, and elevators. Collections for the 2013-2014 fiscal year totaled \$121,439.89.



**INFORMATION**

**& PUBLICATIONS**

The Information and Publications Section oversees the printing, publications, and website management for the Department of Labor. This requires writing and editing text, designing artwork, layouts, photography, printing the final product, and keeping the information on the Department's website up to date.

WorkWise is a quarterly publication generated by Information and Publications that covers key topics on safety and health in the workplace as well as current trends and news related to labor issues both local and national. For a complete listing of the Arkansas Department of Labor's publications, visit our website at [www.labor.ar.gov](http://www.labor.ar.gov).

# ARKANSAS DEPARTMENT OF LABOR



**2013-2014**



ARKANSAS DEPARTMENT  
OF LABOR

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Mike Beebe, Governor  
Ricky Belk, Director of Labor

**LABOR.AR.GOV**