

Virginia Department of Labor and Industry

2016

Annual Report



...making Virginia a better place to live, work and conduct business

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OUR MISSION is to make Virginia a better place to live, work and conduct business by providing safe and healthy workplaces, best employment practices, job training opportunities through Registered Apprenticeship, protection of children from hazardous employment, and safe operation of boiler and pressure vessels.

Message From The Commissioner

Since 1898, the Virginia Department of Labor and Industry has been committed to serving the citizens, employers and employees of the Commonwealth. Although the agency's responsibilities continue to evolve, our fundamental job – to make Virginia a safe, healthy, and productive place to work – remains the same and continues to be the driving force behind everything we do.

I am pleased to present to you the Virginia Department of Labor and Industry's 2016 Annual Report. We remain committed to serving the citizens, employers and employees of the Commonwealth by promoting safe, healthful workplaces, best employment practices, job training opportunities through Registered Apprenticeship, the protection of children from hazardous employment, and safe operation of boiler and pressure vessels.

Below I have highlighted several of the exciting milestones and accomplishments for this calendar year;

VOSH

The VOSH Program entered into a Strategic Partnership Agreement between the Virginia Occupational Safety and Health Program (VOSH) and the Associated General Contractors of Virginia (AGCVA) entitled BEST - Building Excellence in Safety, Health and Training. The BEST partnership was developed to improve best practices, compliance efforts and injury and illness prevention on construction worksites in Virginia through recognizing the outstanding efforts of exemplary employers.

V3

We became a V3 certified company within the Virginia Values Veterans (V3) Program. V3 is a Commonwealth of Virginia, Department of Veterans Services Program that helps employers understand, design, and implement nationally recognized best practices in recruiting, hiring, and retaining Veterans.

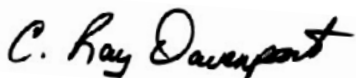
OUTREACH

We also celebrated our 21st year in providing quality safety and health training through our expanding Annual Safety and Health Conference.

We have offices located throughout the Commonwealth staffed with qualified, trained safety and health professionals available to assist you. For additional information on our activities and services, please visit our website at [http:// www.doli.virginia.gov](http://www.doli.virginia.gov).

If my staff or I can be of assistance to you, please contact us.

Sincerely,



C. Ray Davenport
Commissioner

Expanding Opportunities and Saving Lives

VPP Best Practices

Public Outreach and Training

Protecting Children



Enforcement



Apprenticeship Related Instruction

Registered Apprenticeship

As Virginia's economy continues to grow, businesses are challenged with finding and retaining skilled employees. Since 1938, Registered Apprenticeship has been a workforce employment model that serves the business community in attracting employees and molding them into stable, productive journeyworkers. In Virginia, the Department of Labor and Industry maintains the Registered Apprenticeship program which manages over 15,000 apprentices serving in the private and public sectors, and in military settings. Approximately 2,200 employers participate as sponsors of Registered Apprenticeship programs.

Employers are the foundation of every apprenticeship program. They play an active role in building the program and remain involved every step of the way. Employers are assisted by the Registered Apprenticeship Consultant at the Department of Labor and Industry in all aspects of program and apprentice registration, all the way through completion. Many employers have championed the Registered Apprenticeship program by serving on various advisory councils, boards and by speaking on our behalf with their industry associations.



The staff works in collaboration with many local, state, and federal agencies, including the Virginia Department of Professional and Occupational Regulation, the Virginia Employment Commission, the Virginia Department of Veterans Services, the Virginia Community College System, the Virginia Department of Education, and the U.S. Department of Labor's Office of Apprenticeship. Many industries rely on the partnership of Registered Apprenticeship for the purpose of preparing their workers for licensing examinations, if required by the State.



Last year 1,858 Certificates of Completion were issued. In addition, 15,346 apprentices were active participants as the year ended employed by approximately 2,200 registered sponsors. The

website of the Department of Labor and Industry lists additional information in regard to available Registered Apprenticeship opportunities.

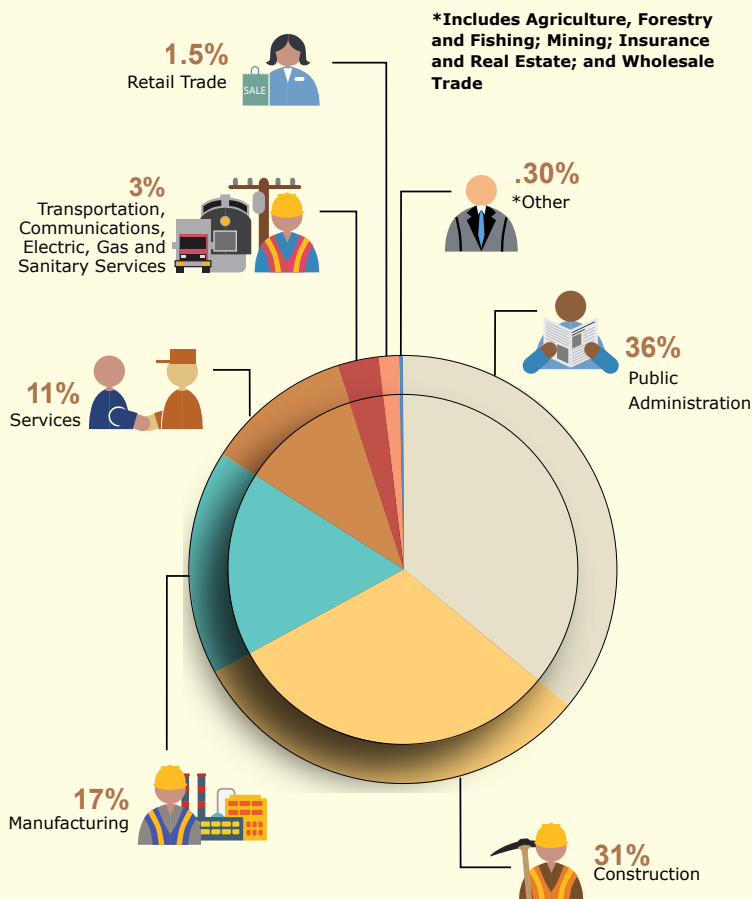


A Cybersecurity occupation utilized Registered Apprenticeship which signifies the expanded use of the program to meet the high

volume need in the industry. DOLI's Registered Apprenticeship staff includes a Division Director, Assistant Director and two Program Support Technicians located in headquarters in Richmond. Thirteen (13) Apprenticeship Consultants are located in DOLI offices around the state. Apprenticeship Consultants are responsible for registering new sponsors and apprentices, helping sponsors develop apprenticeship programs, giving technical advice to existing sponsors, and providing ongoing customer service which includes Equal Employment Opportunity Reviews and Quality Assurance Assessments.

The Division has brought on two Apprenticeship Related Instruction Specialists who serve the Registered Apprenticeship Consultants in their development efforts with new occupations. Additionally, they are able to review and approve providers of Apprenticeship Related Instruction. As utilization of Registered Apprenticeship expands into new industry sectors, specialized related technical instruction will be required.

Virginia's Registered Apprentices by Industry Calendar Year 2016



Registered Apprenticeship (Cont.)

After the first year of offering incentives to Registered Apprenticeship sponsors to expand or initiate new programs, 23 sponsor employers applied and were approved for incentive reimbursement on behalf of 76 registered apprentices. Interest continues to grow as we offer incentives to employers in the public and private sector to bring this employment model into their business plan.

"After the first year of offering incentives to Registered Apprenticeship sponsors to expand or initiate new programs, 23 sponsor employers applied and were approved for incentive reimbursement on behalf of 76 registered apprentices."



The Employment and Training Administration arm of USDOL provided Virginia with a \$200,000 Accelerator Grant for the purposes of targeted outreach and expansion activities.

The planning portion of the grant activities were concluded at the end of the year and include plans to hold events such as Action Clinics and Job Expos as a means to reach out to more businesses, job-seekers and workforce development practitioners. These events will bring together K-12 administrators, CTE educators, Workforce Development practitioners, employers and members of the Virginia Apprenticeship Council, as appropriate to each region. The goal is to provide opportunities to work with partners across the Commonwealth and generate solutions for workforce challenges using the Registered Apprenticeship model.

Success Stories



Kristina Williams - Plumbing apprentice graduate - UVA

Kristina Williams

Personal Quote: If you know in your heart you want something, never give up or stop trying.

Success Story: I was already employed at the University of Virginia when I was accepted into the plumbing apprenticeship program. Although, my history of "dirty" jobs doesn't start there - from a horse farm, to daycare, to cleaning 1st year college dormitories and now plumbing. To say I've seen my share of fecal matter might be an understatement.

I'm not sure if it's coincidence or fate that led me to this profession, but either way I'm tremendously happy and satisfied with my career choice. My experience getting into the apprenticeship program wasn't exactly a walk in the park. I applied and was interviewed three years in a row until I was accepted. Thankfully the third time was a charm for me and it has been an awesome experience thus far. I have to give lots of credit to UVA for my being able to work with many knowledgeable mechanics who have been willing to share their experiences and tricks of the trade.

One of my favorite parts of the apprenticeship is rotating to different departments (medical, outside utilities, maintenance, renovations) around the University. In my opinion, rotations allow you to see many aspects of the field and also to figure out what you enjoy doing most and what you're good at. I feel like a good attitude and a willingness to learn are key to thriving in this program. Being accepted and succeeding in the apprenticeship has allowed me to get a great start in life by purchasing my first new car and my first home.

Apprenticeable Occupations

A sampling of industries and occupations that use Registered Apprenticeship as a method of workforce preparation and credentialing include:

Machinist
Dispensing Opticians
Welders
Early Childhood Teachers
Plumbers & Pipefitters
Electricians

Marine Industries
Wastewater Treatment Operators and Technicians
Cosmetology and Barbering
Maintenance Mechanics
Information Technology



What is Registered Apprenticeship?

Registered Apprenticeship is a structured training program that combines on-the-job training and related theory and technical instruction to train employees in occupations that demand a high level of skill.

Why Registered Apprenticeship?

Employers in Virginia are having a difficult time finding qualified personnel to perform the highly skilled tasks that are in demand in today's new economy. The Division of Registered Apprenticeship works with business and industry to develop structured training programs specific to the nature of your company's work. Here is how one of our sponsors expanded within to develop the talent pipeline internally.

How does Registered Apprenticeship Work?

The Division of Registered Apprenticeship utilizes the team approach when working with sponsors and provides a local Registered Apprenticeship Consultant to work with employers so that their business needs get met. We assist in developing training and education programs for both on-the-job training and related theory instruction which can be provided in a variety of different modalities, such as classroom, on-line, or in-house at the sponsoring facility.

Sponsor Testimonial

Alexandria Sanitation Authority, known as Alexandria Renew, has been a Registered Apprenticeship Sponsor since 1987. Since registration they primarily used construction related apprenticeship. In 2013, the company added a new Wastewater Mechanic program and in 2014, they added a Wastewater Systems Technician program. Both are two year programs. They currently have 10 apprentices. Nine apprentices are in the Wastewater Operator Technician Program. Most hold an Associates' or Bachelors' of Science degree. One is currently enrolled in a Masters' of Science program while participating in our program and doing Related Instruction also.

Alexandria Renew appreciates the incentive program because it offsets some of the cost to train their employees to use the equipment within their organization properly as well as technology associated with the occupation. The CFO of the company, Karen Pallansch, is a champion of the program and has done presentations throughout the Mid-Atlantic Area about how they use our Registered Apprenticeship program to close the skills gap at their company.

Who can use Registered Apprenticeship Programs?

The Construction, Manufacturing, and Service Industries in the private and public sectors utilize Registered Apprenticeship Programs. Companies in the Advanced Manufacturing sector, such as Rolls-Royce, Hershey Chocolate, Stihl, and Philip Morris are using Registered Apprenticeship to train their future workforce. Newport News Shipbuilding is the largest Virginia employer with a Registered Apprenticeship program. Institutions of Higher Learning across the commonwealth have chosen this method of credentialed and highly skilled training, especially in facility management occupations. State agencies, such as the Virginia Department of Transportation are finding that Registered Apprenticeship is a tool that can help with succession planning. Many Information Technology companies are also finding that the shortage of employees with specific skill sets can be addressed with Registered Apprenticeship.

Registered Apprenticeship (Cont.)



Marcus Klanton - Plumbing apprentice graduate - UVA

Marcus Klanton

Personal Quote: Working in a trade you will find that those near the end of their career are still learning new things. Realizing that the process of lifelong learning has begun, gave me an incredible sense of excitement and motivation!

Success Story: In high school I was an outstanding student, making the honor roll many times, even earning straight A's during my final semester as a senior. I decided to attend Piedmont Virginia Community College simply because I was not in favor of moving away from Charlottesville, VA. That summer I began working as a roofing laborer, which is where I gained my strong work ethic. I dropped out of school not long after that as I came to realize that I am a hands-on worker at heart. A couple of years later I was hired as an order filler at a grocery distribution center, and also worked for a premier tent company on a part time basis. I absolutely loved and had tremendous success in all the jobs that I have taken on, but was not able to consider any of them an actual career. My wife and two children were counting on me to find a job with better benefits and begin thinking about retirement. One night I researched potential career options and stumbled upon the UVA apprenticeship website. I looked to my wife and pointed at the screen, "This is what I want to do! And with determination, I was able to secure what I now consider a career in plumbing."

Active Apprenticeships by Year



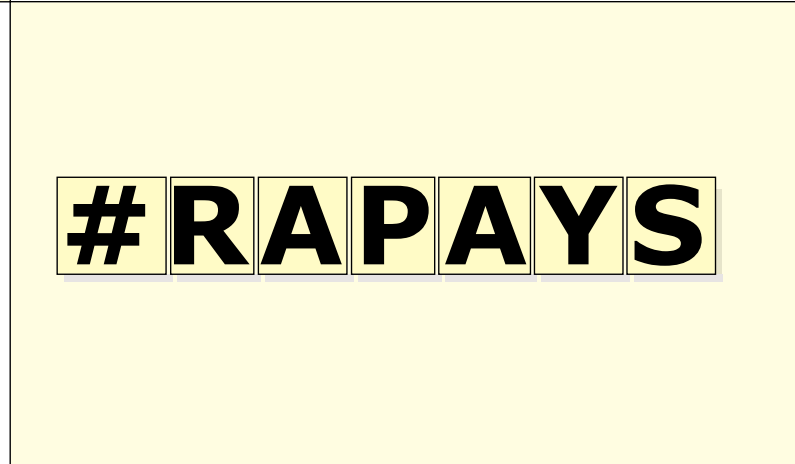
Year	Active Apprentices
2016	15,346
2015	14,263
2014	14,560
2013	14,267
2012	13,038



Registered Apprenticeship (Cont.)

Apprenticeship and the Military

In 2016, the Division of Registered Apprenticeship strengthened its relationship with the Division of Veterans Services (DVS) so that veterans who were transitioning out of military service and into the Virginia workforce could better utilize their GI benefits. Many new programs have been developed to assist veterans and many veterans reach out to the Division of Registered Apprenticeship directly to start their new post-military careers. To connect veterans, the Division of Registered Apprenticeship has developed a practice that refers veterans who desire assistance from the team at DVS to be put directly in touch with those service providers. As there are many facets to military occupations, their team can best assist when braiding skill sets from military assignments back into the Virginia economy. This has allowed for both agencies to work collaboratively to guide our services members in re-entering the Virginia workforce in as seamless a way as possible.



Boiler and Pressure Vessel Safety

Under the guidance of the Chief Inspector, the Boiler Safety Compliance Division enforces and oversees the provisions of the Boiler and Pressure Vessel Safety Act. The primary objective is to protect life and property through regular inspections of boiler and pressure vessel equipment and to ensure compliance with state laws and rules and regulations governing the construction, installation, operation, maintenance, and repair of boilers and pressure vessels.

In 2016, there were 39,581 inspections made of boilers and pressure vessels by insurance companies registered in Virginia to write boiler and pressure vessel insurance, private contract fee inspectors, and owners/users who qualified to obtain Virginia Commissions from DOLI for their inspection personnel.

During 2016, in a continuing effort to prevent accidents, Boiler Safety focused on finding unregistered objects in automobile industries, apartment buildings, and laundry and dry cleaning establishments. Almost 9,000 reminder notices were mailed to owners/users 30 days prior to the certificate expiration regarding the need to arrange for certificate inspections. Internal procedures were revised to improve the quality of the inspection reports

ACTIVITIES OF BOILER SAFETY	2014	2015	2016
Total Active Objects Registered	73,872	73,836	74,070
Acceptable Inspections (Certificates Issued)	38,544	34,551	38,829
Violations	1,001	690	997
Quality Control Reviews/Surveys	13	15	10
Incidents	4	5	5
Injuries	1	1	1
Fatalities	0	0	1
Inspector Applicants Passing Exams	0	0	0
Commissioned Inspectors	64	68	75

and process payment of certificate fees more quickly. DOLI issued 38,829 acceptable inspection certificates in 2016. Interpretations, technical letters, and position papers continue to be posted on the agency's Web site to ensure that the information is current and easily available.

Lastly, through participation in the Virginia Boiler and Pressure Vessel Inspectors Association and meetings with inspectors, there has been improved understanding and enforcement of Virginia rules, operations and developments.



Boiler and Pressure Vessel Safety (Cont.)

How do you prevent boiler accidents?

The key to safe boiler operation is the operator. Armed with some basic knowledge about boiler systems and maintenance, the boiler operator can ensure years of safe, reliable service. The operator should test the safety controls on a regular basis. Routine maintenance is well within the ability of most boiler operators. Boiler tune up and repairs however are best left to trained professionals. Here are some problem areas where trained professionals are needed:

How do most boiler accidents occur?

Dry fire accidents or boiler meltdowns occur when the boiler operates without adequate water. Functioning low water cutoffs are essential to preventing dry fire accidents. Boiler damage can run from severe buckling and deforming to complete meltdown or potential boiler explosion. *Excessive pressure accidents* are the most lethal form of boiler accident. The operator control, high pressure limit, low water cutoff and the pressure relief valve need to fail before these accidents can occur. Excessive pressure accidents, even in small boilers, have been known to completely destroy a building. *Fuel related accidents* usually occur when the operator fails to purge combustible gases from the fire box before ignition is attempted. Leaking fuel valves can also be the cause of these accidents.

Reminder: Do not bypass any safety devices in an effort to start your boiler.



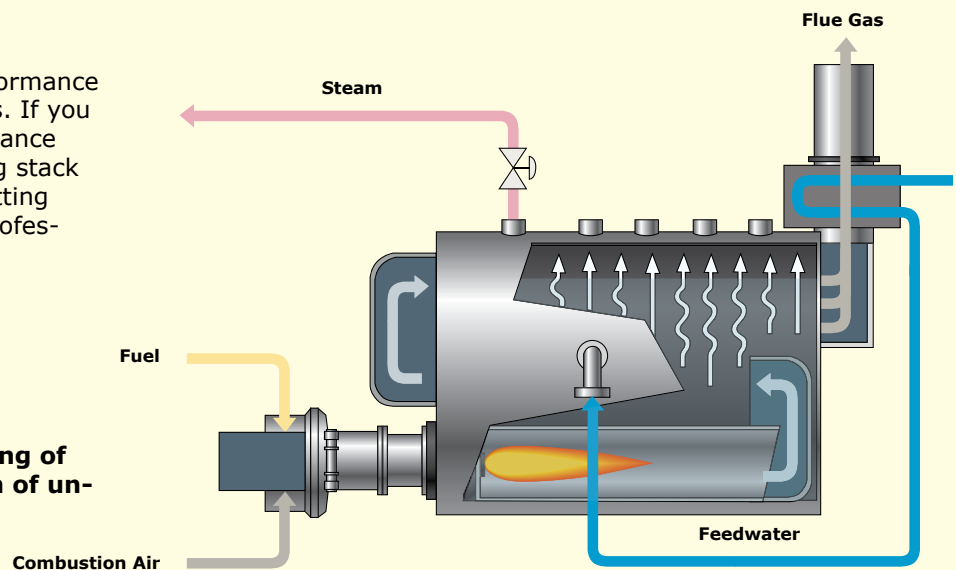
Problem Areas

- Leaking pressure relief valves
- Continuous make up water to boiler
- Steam leaks or steam vented from condensate tank (steam systems)
- High stack temperatures (greater than 350 degrees)
- Insufficient heat to building
- Condensate dripping down stack or out the front of the boiler
- Constantly resetting controller, high pressure or temperature limits or low water cut-off switches

Boiler Operation

Noticeable changes in boiler performance precede most mechanical failures. If you notice a change in boiler performance such as new noises, smells, rising stack temperatures or continually resetting safety devices, call your boiler professional for help.

Remember - Continual resetting of safety devices is an indication of unsafe operating conditions.

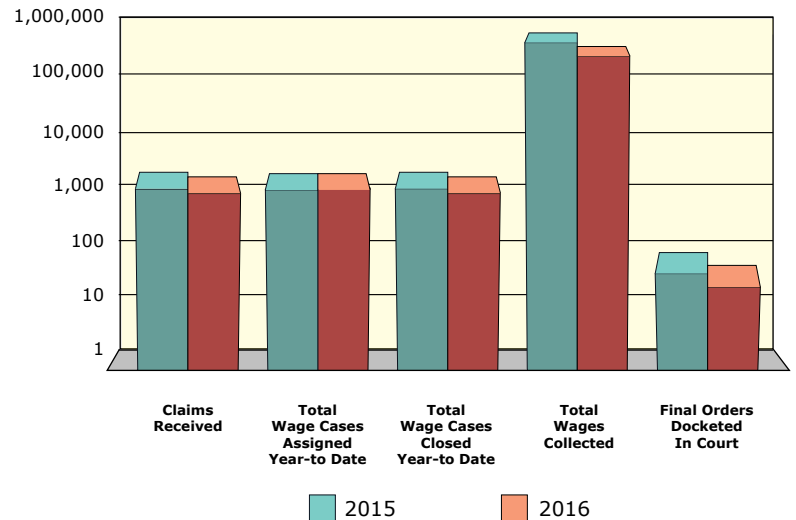


Labor and Employment Law

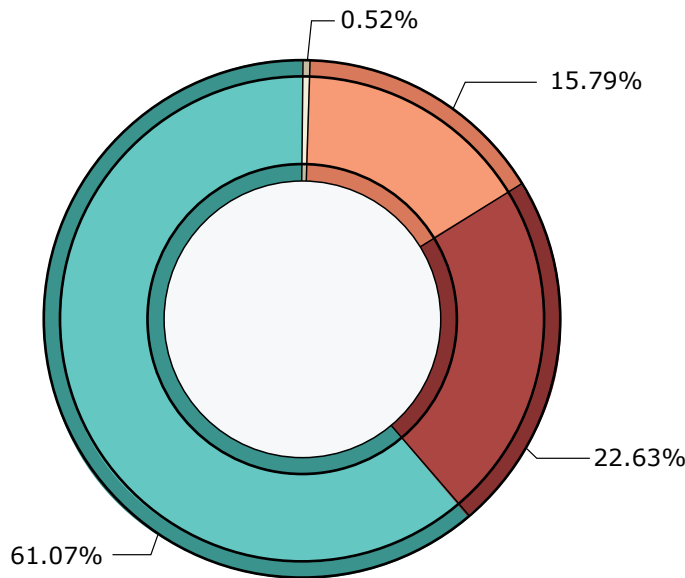
The Labor and Employment Law Division administers and enforces the laws of the Commonwealth that govern pay, assignment of wages, minimum wages, employment of children, the right to work, the human trafficking poster requirements, and certain other statutes that relate to the workplace. The Division also provides consultation services to the public concerning garnishments and other court orders concerning wage withholdings.

Staff includes a Director, an Assistant Director, 5 Compliance Officers and 2 Assistant Compliance Officers. Staff is divided into two work units with primary focus on Payment of Wage and Youth Employment matters. Compliance Staff is located at the DOLI Headquarters and Central Region offices. Multiple positions in the Division were vacant for extended periods this year.

2016 Total Wages Collected



2016 Client Services



	Calls	26,669
	Letters	9,892
	Emails	6,902
	Walk-ins	227
	Total	43,720

Client demand for services remained high during 2016. More than 43,700 requests for assistance from the public were received (see chart-Client Services).

Increased demand for services related to youth employment while payment of wage complaints accounted for the majority of the requests. The Division experienced a 36% increase in electronic, employment certificate applications over last year. Staff responded on average to 840 client requests each week including e-mails, telephone calls, client visits, and US mail.

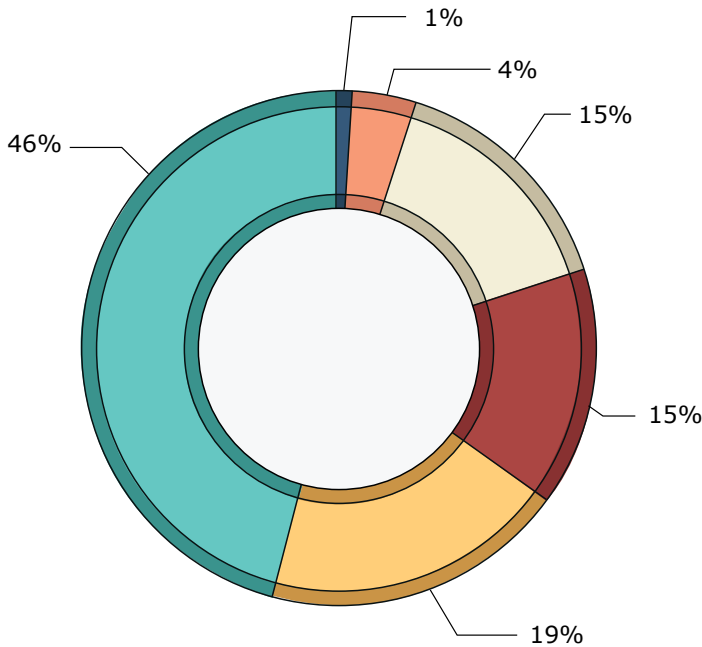
Compliance Staff reviewed 1,280 claims for unpaid wages; completed 1,245 investigations; and recovered unpaid wages in the amount of \$316,327.56 for claimants (see graph – 2016 Total Wages Collected). Final Orders for wages and civil monetary penalties were entered against employers that refused to pay wages determined due in the amount of \$197,114.59.

The Division partnered with the Virginia State Police to obtain a criminal indictment for violations of the Virginia Payment of Wage Act against an employer found to owe back wages in excess of \$100,000.00. The criminal trial was held in late 2016 and resulted in 3 felony convictions for violations of the Commonwealth's Payment of Wage Act. Additionally, the Division recovered more than \$255,000.00 in unpaid wages and interest.

Youth employment laws require employment certificates for youth aged 14 and 15 to perform work in the Commonwealth. The Division processed 11,622 employment certificate applications for youth workers in 2016, a 36% increase. The Child Labor Compliance Officers investigated 1,110 employment certificate applications and 35 complaints of youth employment law violations (see chart - 2016 Child Labor Violations).

Labor and Employment Law(Cont.)

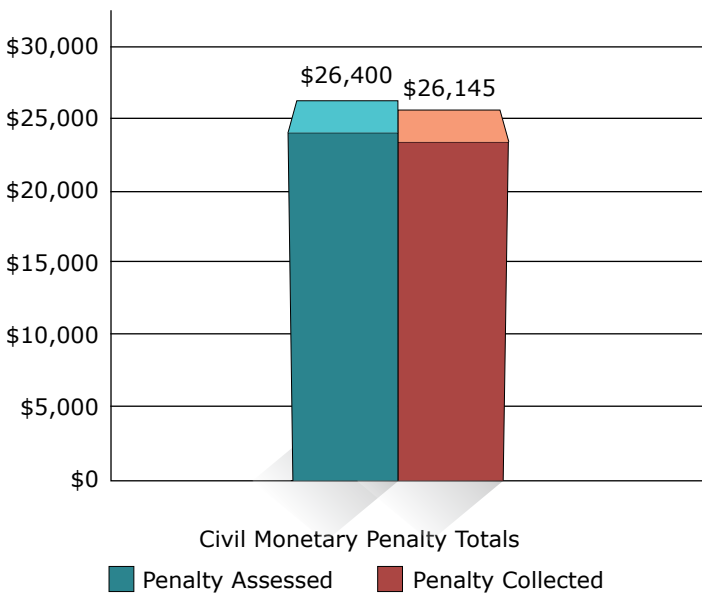
2016 Child Labor Violations



§40.1-80 Prohibited Hours	§40.1-93 Proof of Age
§40.1-84 Failure to obtain Employment Certificate	§40.1-96 EC Unsigned
§40.1-81 Time Records	§40.1-100, 100, 100 (A) Prohibited Hazardous Occupations

In addition, Compliance Officers conducted 928 compliance inspections. Civil Monetary Penalties in the amount of \$26,145.00 were collected for violations of youth employment laws and regulations in 2016 (see table-Child Labor Civil Monetary Penalties).

2016 Child Labor Civil Monetary Penalties



Labor & Employment Law Division Launches Registered Apprenticeship Program in 2016

The Division of Registered Apprenticeship approved the registration of two Apprentice Programs this year within the Labor and Employment Law Division; a Labor Law Compliance Officer Apprenticeship that requires a minimum of 4000 hours and an Assistant Labor Law Compliance Officer Apprenticeship that requires a minimum of 2000 hours. The programs utilize a time and competency based approach in addition to formal classroom instruction. Skill acquisition is measured through completion of hours worked and the successful demonstration of those skills and knowledge. Specific occupation work processes were developed identifying key skills required to successfully complete tasks and work assignments. Periodic reviews and evaluations of performance with management ensure appropriate progress is made. The Division expects to graduate highly skilled and knowledgeable Compliance Officers upon completion of the programs. The Division had 3 Registered Apprentices in 2016.



VOSH Cooperative Programs

On-Site Consultation Program

Virginia's On-site Consultation Program offers free and confidential occupational safety and health advice to small and medium-sized businesses across the state, with priority given to high-hazard worksites.

In 2016, responding to requests from small employers looking to create or improve their injury and illness prevention programs, Virginia's On-site Consultation Program conducted 464 visits to small business worksites covering over 31,846 workers across the state.

On-site Consultation services are separate from enforcement and do not result in penalties or citations. On-site Consultation visits are provided at the request of the employer.

Using the consultation service, which is funded 90% by the U.S. Occupational Safety and Health Administration (OSHA), employers can find out about potential hazards at their worksites, improve their occupational injury and illness prevention programs, and even qualify for a one year exemption from general schedule VOSH inspections.

Training

On-site Consultation offers a wide selection of training to help broaden worker and employer knowledge on the recognition, avoidance, and prevention of safety and health hazards in their workplaces.

During the 2016 calendar year, VOSH consultants conducted 32 formal training sessions, 362 informal training sessions and trained 2,162 employees. Each year, in conjunction with the annual VOSH conference, On-site Consultation provides OSHA 10 Hour General Industry and Construction courses to conference attendees.

Consultation offers a wide selection of training sessions free of charge to employers and employees.

Training Topics Include

- Fall Protection
- Bloodborne Pathogens
- Combustible Dusts/Hazardous Materials
- Confined Space
- Injury and Illness Recordkeeping
- Trenching and Excavation
- Lockout/Tagout

For more information or to schedule a session, contact the VOSH trainer at dennis.edwards@doli.virginia.gov

Benefits

On-site Consultants help employers recognize hazards in their workplace; suggest general approaches for solving safety or health problems; provide a written report summarizing their findings; assist the Cooperative Programs employer to develop or maintain an effective injury and illness prevention program; and provide training and education for employees.

The On-site Consultation Program works with employers to improve their safety and health programs. Having an effective injury and illness program allows Virginia employers to:

- Recognize and remove hazards from their workplace
- Protect their workers from injury and illness
- Prevent loss of life at their worksite
- Cultivate informed and alert employees who take responsibility for their own and their coworkers' safety and for worksite safety as a whole
- Improve employee morale

An exemplary workplace injury and illness prevention program is "good business sense" that also makes financial sense because it allows Virginia employers to:

- Learn first-hand that the cost of accident prevention is far lower than the cost of accidents
- Lower injury and illness rates
- Decrease workers' compensation costs
- Reduce lost workdays
- Limit equipment damage and product losses

Consultation Visits Performed **464**

Industries Served

	Construction	158
	Manufacturing	204
	Maritime	2
	Service	43
	Retail	19
	Other	38

Hazards Identified **1,927**

VOSH Cooperative Programs (Cont.)

Preventing Injuries, Illnesses and Fatalities Makes Good Business Sense

In 2013 the National Safety Council (NSC) reported that the average cost of a medically consulted occupational injury in 2013 was \$42,000 (NSC Facts 2015 edition, p 69 - includes estimates of wage losses, medical expenses, administrative expenses and employer costs: excludes property damage costs, except to motor vehicles)



In 2013 the Washington Post reported that the average net profit margin for all U.S. companies was 8.2 percent.

With a net profit margin of 8.2% a Virginia business would need to generate \$512,195 in new revenues to simply pay for the costs of that single \$42,000 injury.

OSHA Safety and Health Program Guidelines

Management Leadership

Worker Participation

Find and Fix Hazards

VOSH Cooperative Programs (Cont.)

2016 VOSH Conference

The 21st Annual Virginia Occupational Safety and Health Conference was held October 17-21, 2016 in Hampton, Virginia. The conference, which is open to the public, provided attendees with the opportunity to attend sessions on a variety of occupational safety and health topics. The OSHA 10-Hour Courses in General Industry and Construction were offered again and those completing the 10-Hour course received a 10-Hour OSHA completion card in either General Industry or Construction.

Over 48 concurrent sessions were presented by knowledgeable speakers with expertise in the fields of safety, health, human resources, construction, and healthcare to name a few. The general session speaker was J.A. Rodriguez, Jr., CSP, SGE, Founder and CEO of Make My Day Strategies, who delivered



The Keynote Address for the 2016 VOSH Conference was delivered by Mr. John Howard, MD, MPH, JD, LLM



The conference general sessions were well attended in 2016

another talk from his Strategic Toolbox on "Driving Your Future Safety Program From the Past". The conference was attended by 296 safety professionals and 48 vendors.

At the Virginia Dept of Labor and Industry's VOSH Conference you'll discover powerful educational sessions, learn from expert knowledgeable speakers in specialized career fields, explore innovative products and services and connect with other professionals in your field.

2017 Conference

This year the three-day Safety and Health Conference will be held at the Virginia Beach Convention Center, 1000 19th St, Virginia Beach, VA 23451. The conference will be held October 18th - 20th, 2017.

Reviews from the 2016 Conference

"Very informative. I learned a lot during each one of my sessions."

"Excellent and very well organized conference."

"The conference was informative and fun."

"This is a great value added event for VADOLI it has provided great information and networking opportunities over the years."

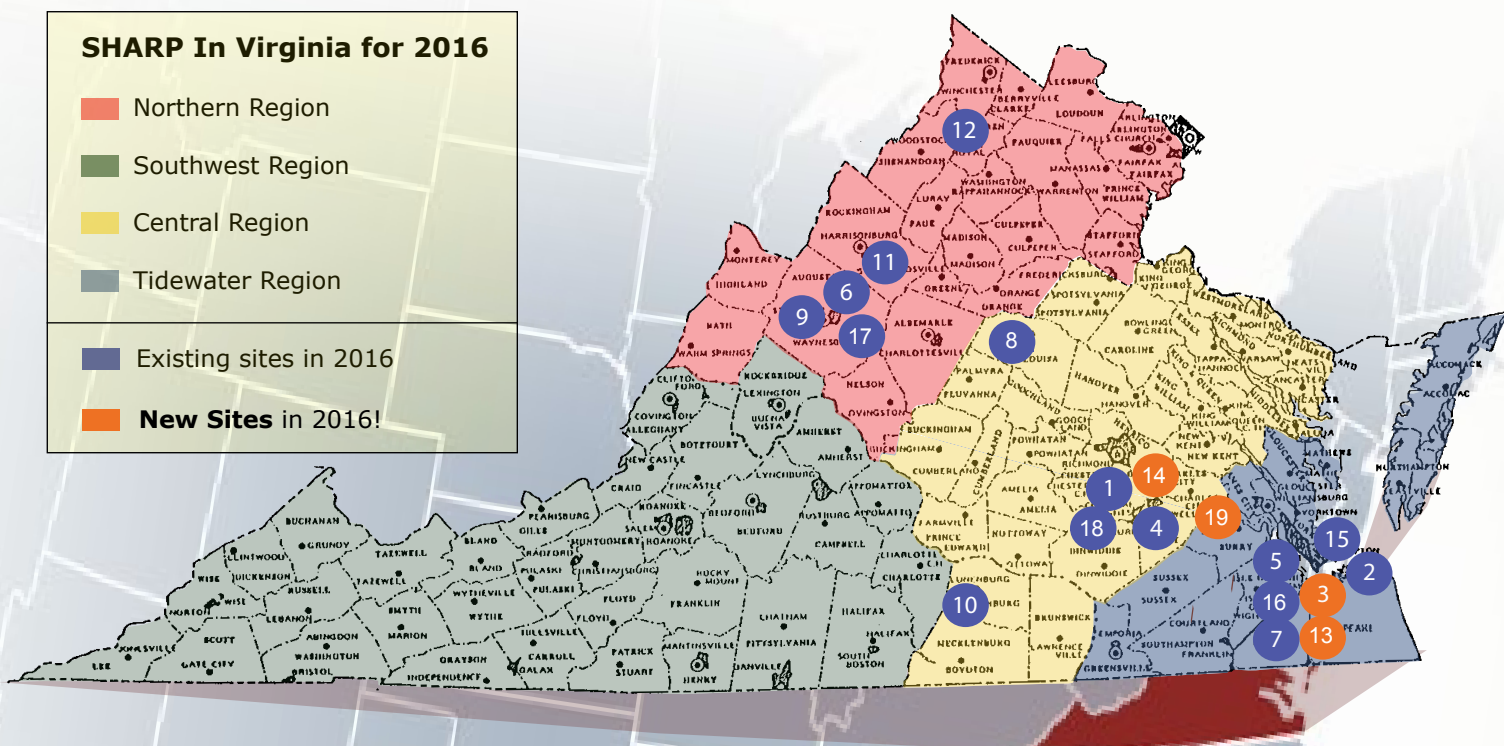
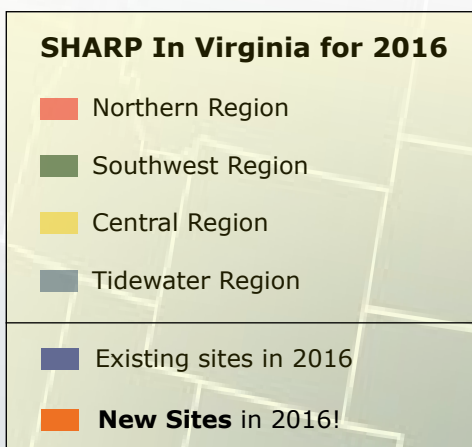
"The conference was wonderful. It really helped me a lot. Thanks for hosting such a great event."



Governor McAuliffe also attended the conference

SHARP Program

The On-site Consultation Program's Safety and Health Achievement Recognition Program (SHARP) recognizes small business employers who operate an exemplary injury and illness prevention program. Acceptance of worksites into SHARP by VOSH is an achievement of status that singles sites out among their business peers as a model for worksite safety and health. 19 Virginia employers are currently in SHARP, with 12 more sites working towards SHARP approval. Virginia employers that participate in SHARP agree to involve employees in the consultation process; correct all hazards identified by the consultant, implement and maintain an injury and illness prevention program that, at a minimum, addresses OSHA's 1989 Safety and Health Program Management Guidelines; and maintain a DART rate and TRC rate below the national average for their industry. After a site satisfies all SHARP requirements, VOSH formally recognizes the worksite with a SHARP Certificate. SHARP participants commonly hold ceremonies to further recognize their achievement of SHARP approval.



SHARP Sites for 2016

- | | |
|---|---|
| <ol style="list-style-type: none"> 1. Allied Concrete Products LLC – Richmond 2. Auxiliary Systems Inc – Norfolk 3. Campostella Builders and Supply Corporation – Norfolk 4. Diversified Converters Inc – Chester 5. Engineering Development Laboratory Inc – Newport News 6. Good Printers Inc – Bridgewater 7. Lake Prince Woods – Suffolk 8. J. S. Purcell Lumber – Louisa 9. McClung Companies – Waynesboro 10. Morgan Lumber Company Inc – Red Oak | <ol style="list-style-type: none"> 11. Riddleberger Brothers Inc – Mt. Crawford 12. Roanoke Cement Company LLC – Front Royal 13. Roanoke Cement Company LLC – Chesapeake 14. Roanoke Cement Company LLC – Richmond 15. SKF Lubrication Systems – Hampton 16. Suffolk Iron Works Inc – Suffolk 17. Virginia Panel Corporation – Waynesboro 18. Wako Chemicals USA Inc – Richmond 19. Williamsburg Winery – Williamsburg |
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Office of Research and Analysis

The Virginia Department of Labor and Industry's Office of Research and Analysis collects, analyzes, and produces data related to workplace injuries, illnesses, and fatalities through two annual projects: The Census of Fatal Occupational Injuries (CFOI) and the Survey of Occupational Injuries and Illnesses (SOII). The results of these efforts are published annually by the U.S. Department of Labor, Bureau of Labor Statistics (BLS).

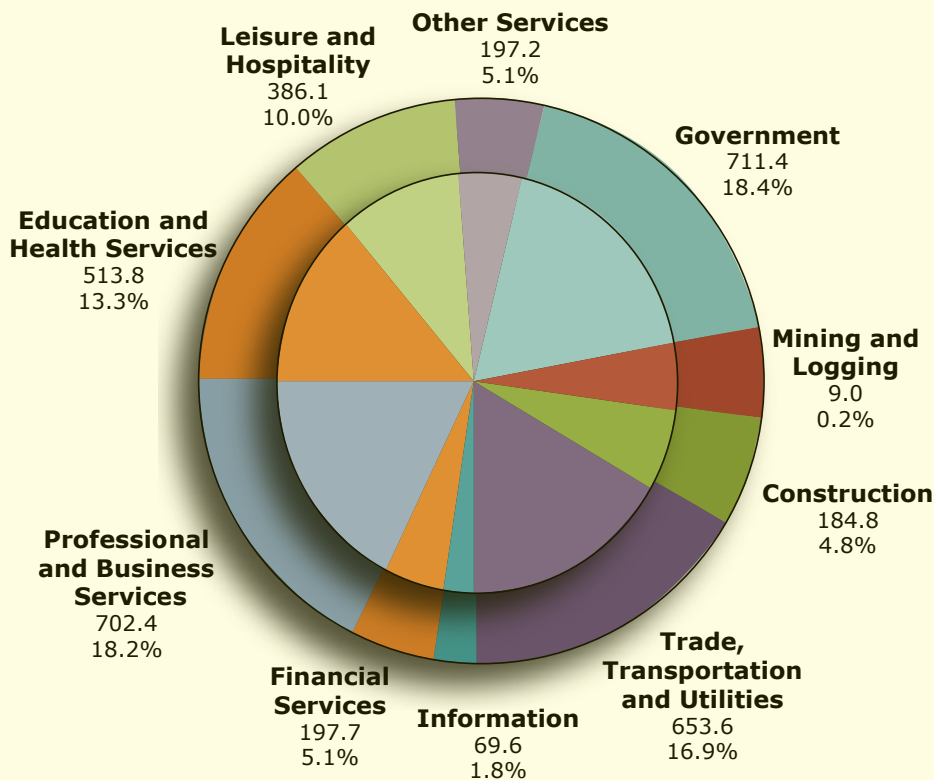
The Census of Fatal Occupational Injuries

The Census of Fatal Occupational Injuries is a full count of all Virginia workplace fatal injuries occurring in a calendar year. Workplace fatalities are categorized into various events including transportation incidents, violence and other injuries by persons or animals, and falls, slips, or trips. Each case is substantiated by at least two independently collected source documents. The results are published annually.

The Survey of Occupational Injuries and Illnesses

The Survey of Occupational Injuries and Illnesses produces an estimate of the number of work related injuries and illnesses and a measure of the frequency at which they occur. The survey is a statistically valid sample of incidents reported by Virginia employers using information from the OSHA 300 Form. The survey also collects demographic data and data on injury and illness cases involving days away from work, and for cases involving days of job transfer or restriction for certain industries. The information collected includes the employee's age, length of service, occupation, as well as, the nature and sources of the injury and illness, events and types of exposures, and the part of the body affected. The results are published annually.

**Chart 1: Virginia Workers by Major Industry, 2015
(in thousands)**



Virginia Employment Profile

In calendar year 2015, the total population in the Commonwealth of Virginia was 8,382,993. Approximately 46% or 3,859,100 Virginians age 16 and older were employed in 251,081 establishments. Approximately 97% of these establishments are private sector employers. Chart 1 details the distribution of workers across all major industries and sectors in the Commonwealth.

State, local, and federal governments employ more Virginians than any single private industry with 711,400 employees, comprising 18.4% of the total workforce. The professional and business services industry is the largest private sector industry with 702,400 employees, or 18.2% of the labor force. The second largest private industry is the trade, transportation, and utilities sector, which employs 653,600 workers, or 16.9% of the workforce. The education and health services industry employs 513,800 workers, or 13.3% of the labor force. The leisure and hospitality industry employs 386,100 workers, or 10.0% of the workforce. Manufacturing, Financial Services, Other Services, Construction, Information Services, and Mining and Logging each employ less than 10% of the total workforce.

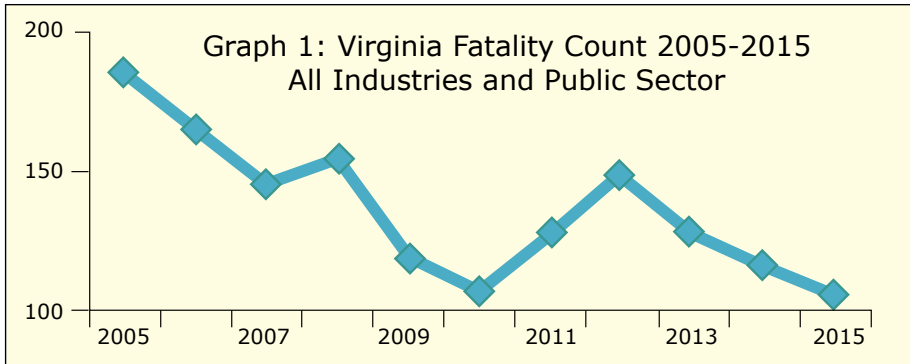
Virginia Employment Commission (VEC) Quarterly Census of Employment and Wages (QCEW)

Fatal Occupational Injuries and Illnesses in Virginia

The fatality injury count is the sum of all workplace fatalities throughout the Commonwealth during a calendar year. This data is collected through the annual Census of Fatal Occupational Injuries.

In calendar year 2015, the Virginia fatality count was 106, the lowest in the last decade. This aligns with the 10-year trend depicted in Graph 1, indicating a decline in fatalities across the Commonwealth. The most common

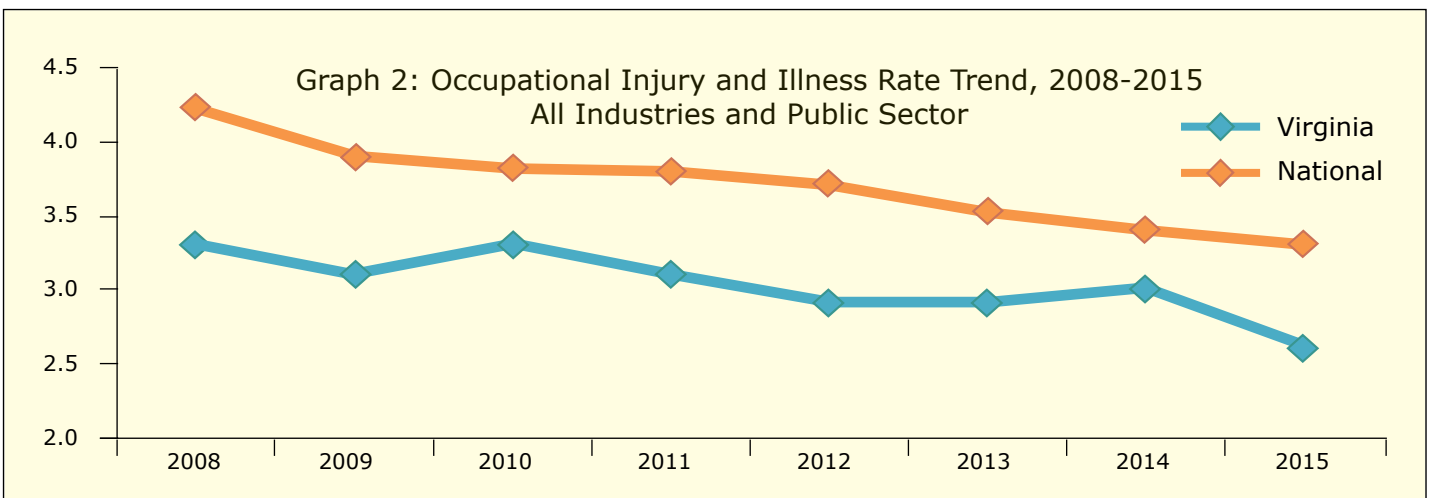
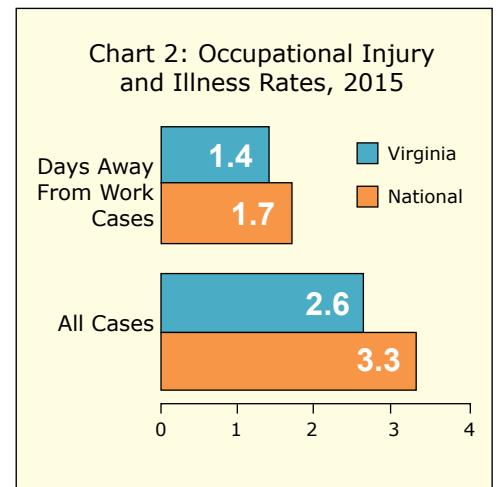
cause of fatalities year over year is transportation incidents, which accounted for nearly 34.0% of all workplace deaths in 2015. The next two leading causes of deaths were contact with objects/equipment and falls, slips, and trips, which each constituted about 20% of all workplace deaths. The remaining fatalities were caused by exposure to harmful substances or environments and violence and other injuries by persons or animals.



Non-Fatal Occupational Injuries and Illnesses in Virginia

The incident rate for non-fatal occupational injuries and illnesses is calculated as the number of injuries and illnesses per 100 full-time equivalent (FTE) workers. This data is collected through the annual Survey of Occupational Injuries and Illnesses.

Historically, Virginia's occupational injury and illness rates trend below the national average. In calendar year 2015, the national average injury and illness rate for private, state, and local employees (excludes federal employees) was 3.3 per 100 FTE workers, with 1.7 of these cases requiring one or more days away from work. The Bureau of Labor Statistics defines "days away from work" as cases in which the employee missed days of work beyond the day of the incident, including days of restricted work activity or job transfer. In the Commonwealth, there was an average of 2.6 injuries and illnesses per 100 FTE private, state, and local workers, with 1.4 of these cases requiring days away from work. This is the lowest the frequency at which occupational injuries and illnesses have occurred in Virginia since 2008, which was the first year BLS began tracking this metric for private, state, and local employees.



Research and Analysis (Cont.)

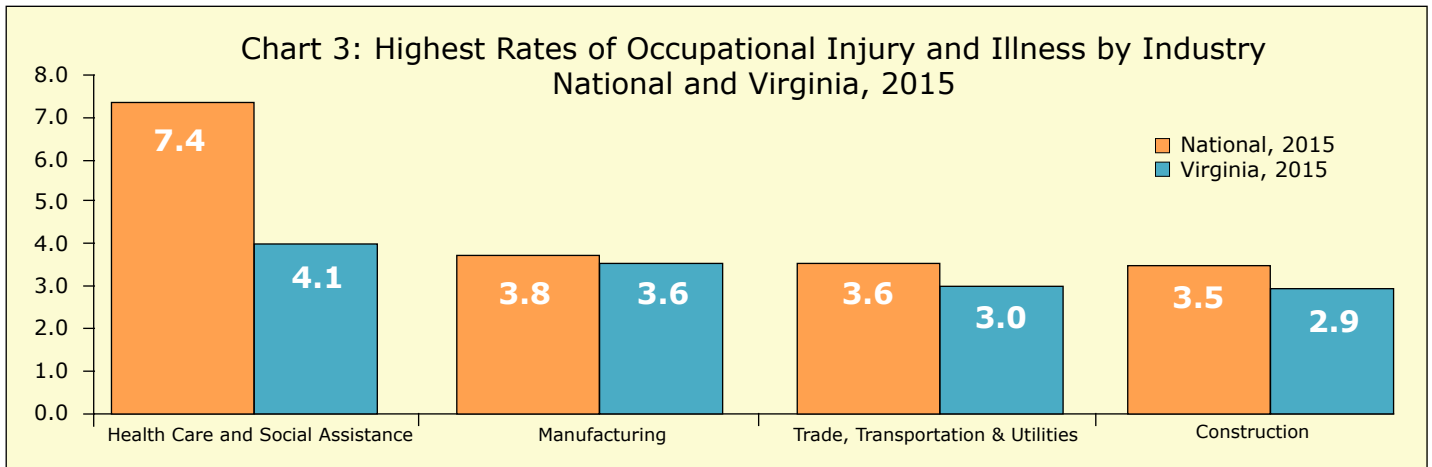
Private Industry Occupational Injuries and Illnesses Rates

Virginia has historically fallen below the national average of private-sector workplace injuries and illnesses.

In calendar year 2015, there was an average of 2.4 injuries and illnesses per 100 FTE private-sector workers in the Commonwealth, with 1.3 of these cases requiring days away from work, compared to the national average of 3.0, with 1.6 of these cases requiring days away from work. This is the lowest frequency at which occupational injuries and illnesses have occurred in the last two decades among Virginia's private sector employees.

"In calendar year 2015, there was an average of 2.4 injuries and illnesses per 100 FTE private-sector workers in the Commonwealth, with 1.3 of these cases requiring days away from work, compared to the national average."

The Virginia private-sector industries with the highest rates of occupational injury and illness in 2015 were health care/social assistance, manufacturing, trade/transportation/utilities, and construction.



Health Care and Social Assistance in Virginia

Health care and social assistance is the largest subsector within the major industry sector Education and Health Care and includes ambulatory health care services, hospital services, nursing and residential care services, and other social work services. Establishments within this subsector provide health care and social assistance services delivered by trained professionals in medical and non-medical facilities. Since 2011, there has been a significant increase in the number of establishments in this sector across the Commonwealth from 27,000 establishments to 38,631 establishments in 2015. There were 416,300 health care and social assistance workers in calendar year 2015, representing 10.8% of the total Virginia workforce.

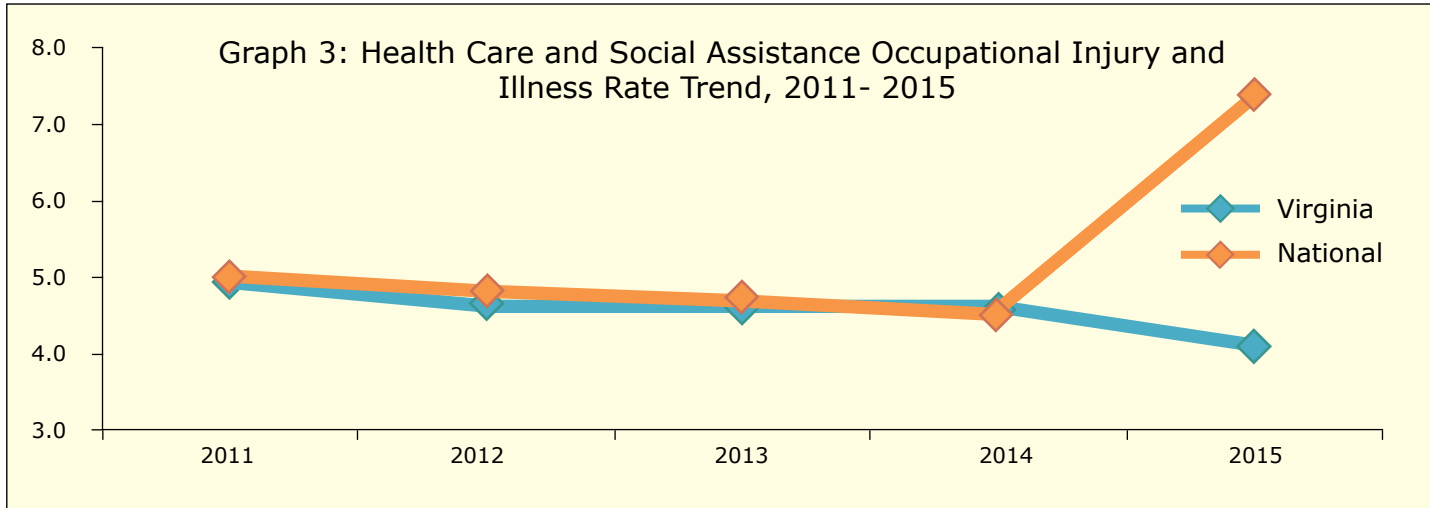
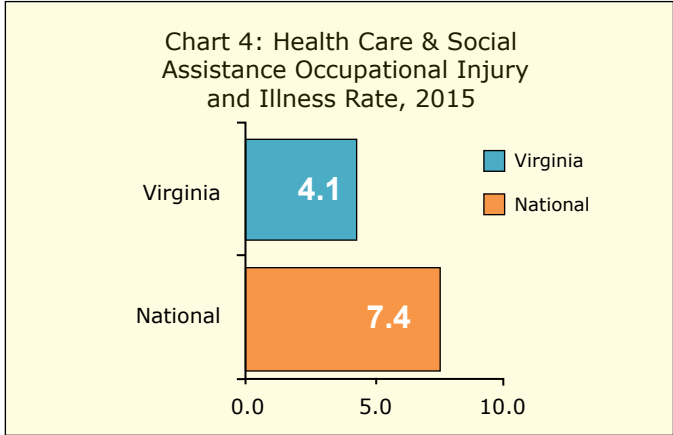
Over the last decade, the private industry injury and illness rate for health care and social assistance workers has been one of the highest both nationwide and in the Commonwealth. Workers in this field are subject to greater exposure to strains, biological hazards, chemical and drug hazards, and workplace violence.

In calendar year 2015, the Virginia occupational injury and illness rate for this subsector was the highest rate for any private industry in the Commonwealth at 4.1 per 100 FTE workers, with 2.0 of these cases requiring days away from work. However, Virginia's frequency of occupational injuries and illnesses is well beneath the national average of 7.4 per 100 FTE workers, with 4.3 of these cases requiring days away from work.

Comparatively, prior year occupational injury and illness rates were 4.6 in Virginia and 4.5 nationally. The drastic change in the national rate can be attributed to increases in worker overexertion.

Common injuries and illnesses in this field include lifting injuries, such as strained back or wrist, and other musculoskeletal disorders. The health care and social assistance facilities with the highest frequency of injury and illness in Virginia were the specialty hospitals with an incident rate of 8.6, with 5.2 of these cases requiring days away from work, followed by skilled nursing care facilities, with an incident rate of 8.6, with 4.9 of these cases requiring days away from work. In Virginia, there was one fatal injury in this subsector in 2015 due to a transportation incident, compared to 109 total health care and social assistance sector fatalities nationwide.

"In calendar year 2015, the Virginia occupational injury and illness rate for this subsector was the highest rate for any private industry in the Commonwealth at 4.1 per 100 FTE workers, with 2.0 of these cases requiring days away from work."



Research and Analysis (Cont.)

Manufacturing in Virginia

The manufacturing sector involves establishments engaged in transforming materials into new products. Establishments in this sector are often described as plants, factories, or mills and characteristically use power-driven machines and material-handling equipment. In calendar year 2015, this sector averaged 6,100 establishments with an average employment of 233,600 Virginians, representing 6.1% of the total workforce. The number of establishments has remained relatively level since 2011, and the number of employees has grown only slightly in the same period.

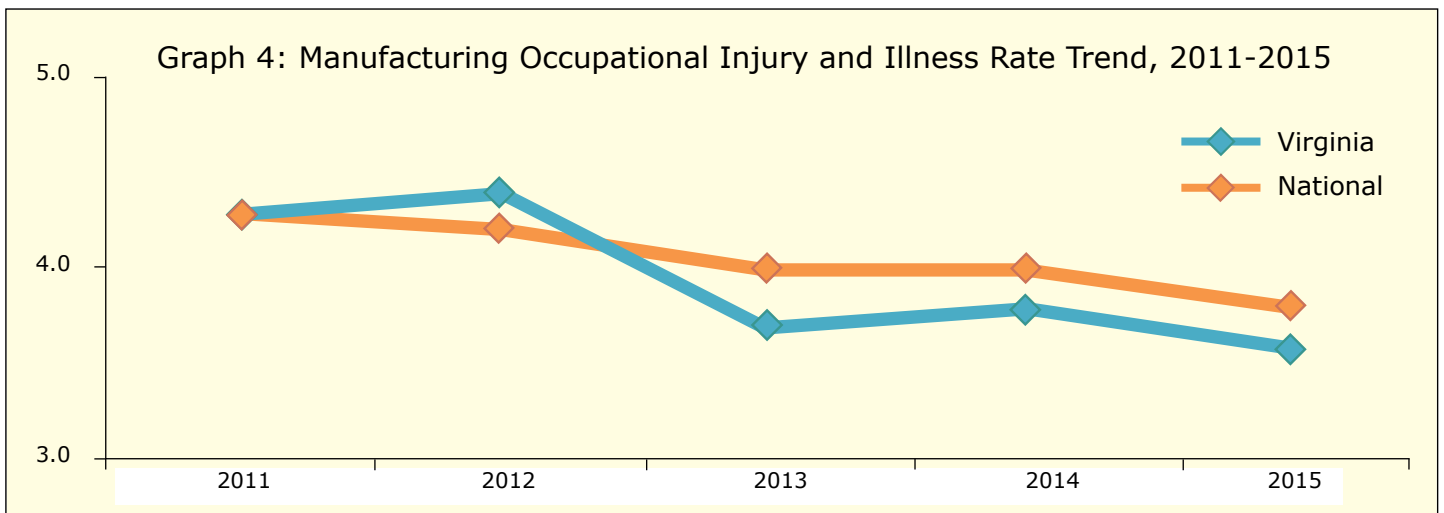
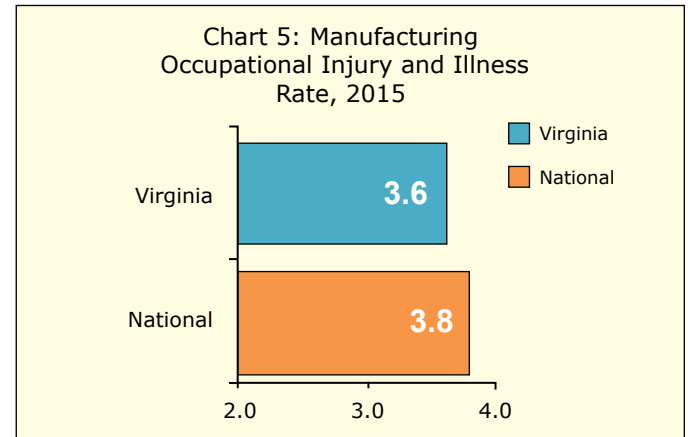
Nationally, the 2015 private industry injury and illness rate in the manufacturing sector is 3.8 per 100 FTE workers, with 2.2 of these cases requiring days away from work. The Virginia manufacturing sector had a private industry injury and illness rate of 3.6 in 2015, with 2.2 of these injured or ill workers requiring days away from work. Comparatively, prior year occupational injury and illness rates were 3.8 in Virginia and 4.0 nationally. The five year trend demonstrates a gradual decrease in injuries and illnesses in this sector, indicating Virginia manufacturing establishments are becoming increasingly safer places to work.

fatal occupational injuries in the sector in Virginia, most due to contact with objects and equipment, compared to 353 total manufacturing fatalities nationwide.



“The Virginia manufacturing sector had a private industry injury and illness rate of 3.6 in 2015, with 2.2 of these injured or ill workers requiring days away from work.”

Common injuries and illnesses include overexertion, musculoskeletal disorders, and bodily reaction events. The most dangerous subsectors of the manufacturing sector were apparel manufacturing and wood product manufacturing which both had an injuries and illnesses rate of 6.3 per 100 FTE Virginia workers. There were 11



Trade, Transportation, and Utilities in Virginia

The trade, transportation, and utilities sector is a service-providing industry including wholesale and retail trade, transportation and warehousing, and electric power, natural gas, steam supply, water supply, and sewage removal utilities. In calendar year 2015, this sector averaged 43,000 establishments with an average employment of 653,300 Virginians, representing 16.9% of the total workforce. The number of establishments has remained relatively level since 2011, and the number of employees has grown nearly 4.0% in the same period.

Nationally, the 2015 private industry injury and illness rate in the trade, transportation, and utilities sector is 3.6 per 100 FTE workers, with 2.2 of these cases requiring days away from work. The Virginia trade, transportation, and utilities sector had a private industry injury and illness rate of 3.0 in 2015, with 1.9 of these injured or ill workers requiring days away from work. Comparatively, prior year occupational injury and illness rates were 3.5 in Virginia and 3.6 nationally. Although there was a significant drop in injuries and illnesses in this sector in 2015, the five year trend has generally been level in the Commonwealth.

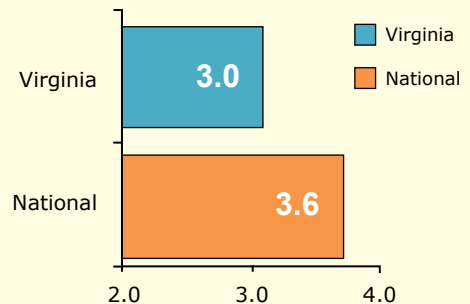
There were 23 fatal occupational injuries in the sector in Virginia, most due to transportation incidents, compared to 1,231 total trade, transportation, and utilities fatalities nationwide.



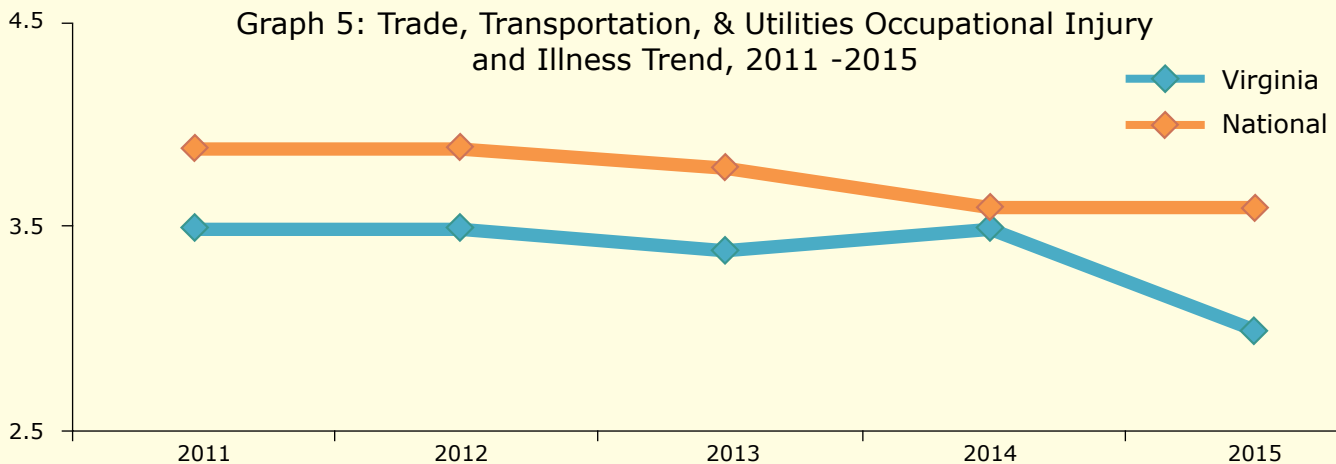
"The Virginia trade, transportation, and utilities sector had a private industry injury and illness rate of 3.0 in 2015, with 1.9 of these injured or ill workers requiring days away from work. Comparatively, prior year occupational injury and illness

The most common injuries are musculoskeletal disorders. The trade, transportation, and utilities subsectors with the highest frequency of injury and illness in Virginia were the support activities for air transportation with an incident rate of 5.9, with 3.6 of these cases requiring days away from work, followed by couriers and express delivery services, with an incident rate of 5.8, with 4.0 of these cases requiring days away from work.

Chart 6: Trade, Transportation and Utilities Occupational Injury and Illness Rate, 2015



Graph 5: Trade, Transportation, & Utilities Occupational Injury and Illness Trend, 2011 -2015



Research and Analysis (Cont.)

Construction in Virginia

The construction sector comprises establishments primarily engaged in the construction of buildings, engineering projects, and preparation of sites for new construction or sale. In calendar year 2015, this sector averaged 20,700 establishments with an average employment of 184,500 Virginians, representing 4.8% of the total workforce. The number of establishments has decreased by 2,000 since 2011, and the number of employees has varied by approximately 5.0% in the same period.

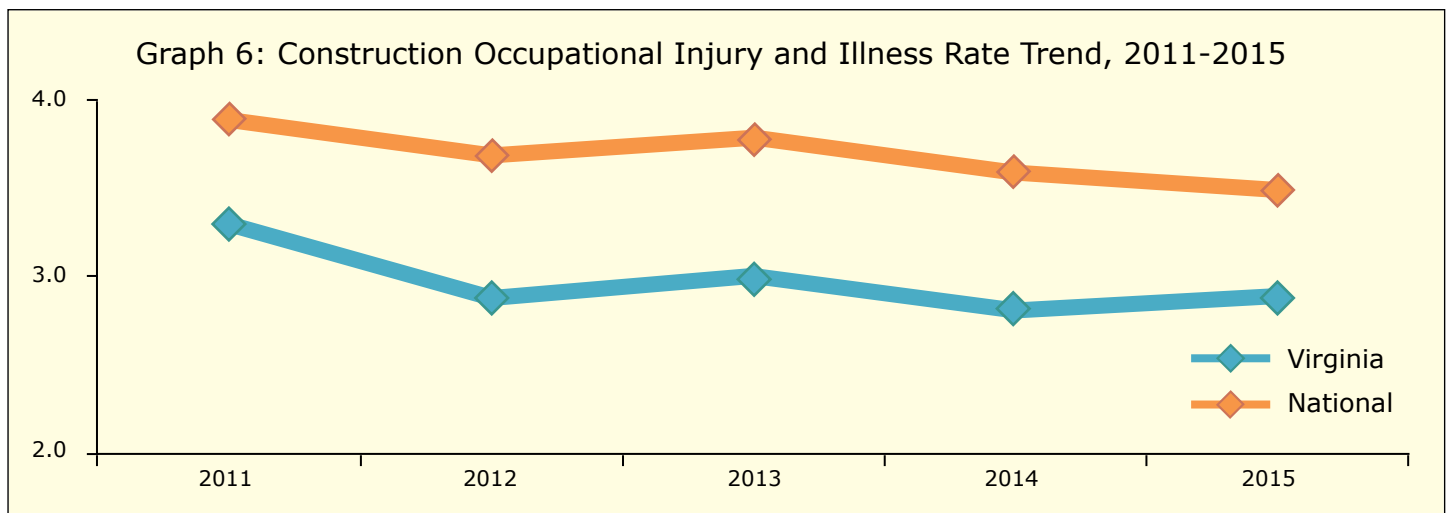
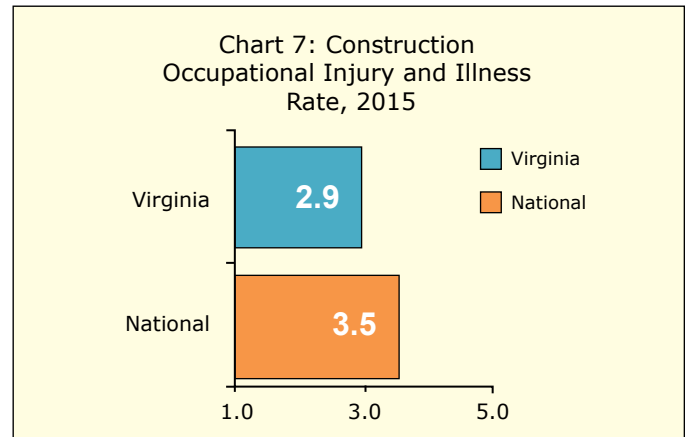
Nationally, the 2015 private industry injury and illness rate in the construction sector is 3.5 per 100 FTE workers, with 2.0 of these cases requiring days away from work. The Virginia construction sector had a private industry injury and illness rate of 2.9 in 2015, with 1.7 of these injured or ill workers requiring days away from work. Comparatively, prior year occupational injury and illness rates were 2.8 in Virginia and 3.6 nationally. The five year trend demonstrates a gradual decrease in injuries and illnesses in this sector, indicating Virginia construction establishments are becoming increasingly safer places to work.

cases requiring days away from work. There were 25 fatal occupational injuries in the sector in Virginia, most due to falls, slips, and trips, compared to 937 total construction fatalities nationwide.



“The Virginia construction sector had a private industry injury and illness rate of 2.9 in 2015, with 1.7 of these injured or ill workers requiring days away from work.”

Common injuries and illnesses include slips, trips, and falls, overexertion, lacerations, and musculoskeletal disorders. The construction subsectors with the highest frequency of injury and illness in Virginia were the other building equipment contractors with an incident rate of 5.3, with 4.6 of these cases requiring days away from work, followed by plumbing, heating, and air-conditioning contractors, with an incident rate of 4.9, with 2.5 of these



State and Local Employee Occupational Injuries and Illnesses

The state and local government sectors include employees such as law enforcement personnel, career and volunteer workers, elected officials and many other occupations. There is some overlap between public sector workers and private sector workers such as health care workers in state-run hospitals or construction workers working on state infrastructure projects. There is a broad array of public sector industries; however, the majority of injuries and illnesses occur within service occupations.

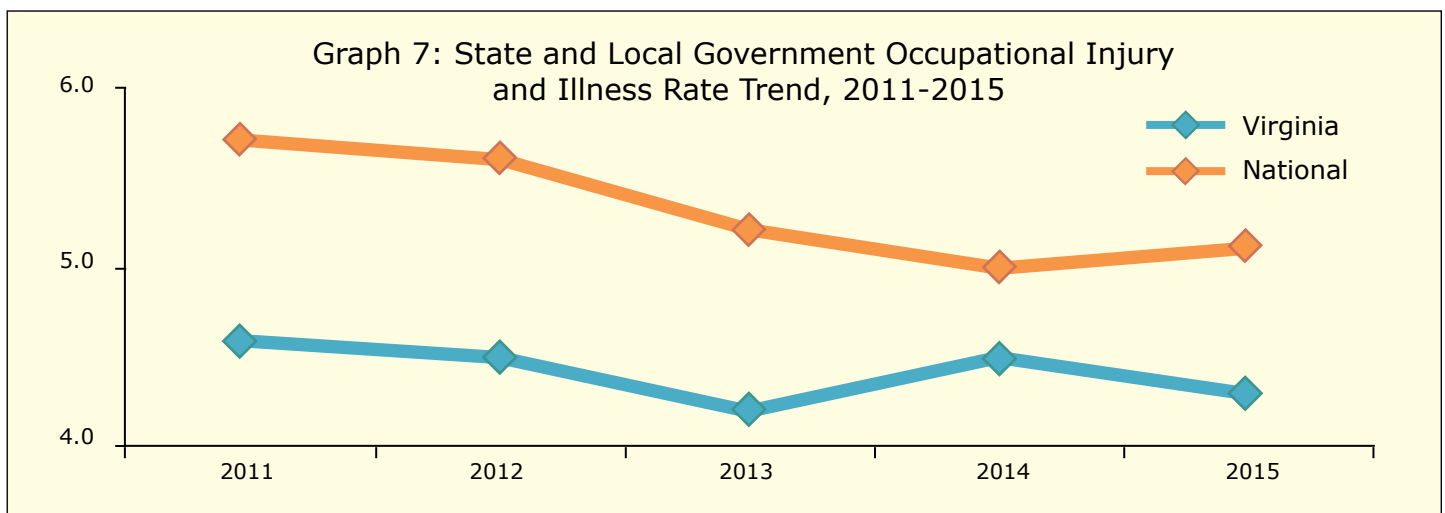
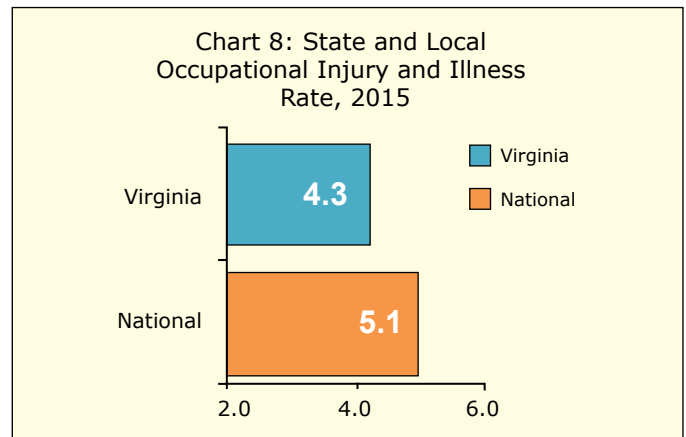
In calendar year 2015, the state and local government sector averaged 5,545 establishments with an average employment of 515,174 Virginians, representing 13.3% of the total workforce. Both the number of establishments and the number of employees has remained fairly level since 2011. Stagnant growth is partially the result of sluggish revenue collection and subsequent budget constraints in the public sector due to the 2008-2009 recession. Local, state, and federal government entities are just beginning to meet pre-recession funding levels.

Nationally, the 2015 occupational injury and illness rate in the state and local government sector was 5.1 per 100 FTE workers, with 2.4 of these cases requiring days away from work. The Virginia state and local government sector had an injury and illness rate of 4.3 in 2015, with 2.3 of these injured or ill public sector workers requiring days away from work. Comparatively, prior year occupational injury and illness rates were 4.5 in Virginia and 5.0 nationally. The five year trend demonstrates a gradual decrease in injuries and illnesses in this sector, indicating Virginia state and local governments are becoming increasingly safer places to work.

Common injuries and illnesses include slips, trips, and falls, overexertion, and sprains, strains, and tears. The state and local government subsectors with the highest frequency of injury and illness in Virginia were fire protection with an incident rate of 10.6, with 9.2 of

these cases requiring days away from work, followed by police protection, with an incident rate of 9.2, with 3.9 of these cases requiring days away from work. There were two fatal occupational injuries in the sector in Virginia, both due to transportation incidents, compared to 72 total state and local fatalities nationwide.

While the national occupational injury and illness rate for state and local government employees is gradually decreasing, Virginia's rate has remained fairly steady over the same time period. Local government employees suffer injuries and illnesses at a higher frequency than state employees in part because localities provide high-risk services such as police protection and fire and rescue services. However, hospital and nursing facility workers employed by state and local government employers suffer injuries and illnesses at a much higher rate than their private-industry counterparts in Virginia. However, changes in the enforcement of occupational health and safety laws within Virginia public sector workplaces may have a positive impact on this trend.



VOSH Compliance Programs

The VOSH Safety Compliance Division enforces the state unique and federal identical laws and regulations that address the occupational safety and health of workers employed in general industry and construction, agriculture, the public sector and public sector maritime industries. VOSH conducts safety inspections in response to accidents, complaints, referrals, and randomly scheduled inspections of high hazard industries.

The Department's approach for achieving workplace safety and health protections is to identify significant high hazard problems and related trends, and then determine the most effective way to address them, using the best mix of available tools and other resources, and then measuring and monitoring the results.

For example, Safety Compliance conducts special emphasis programs to target exceptionally problematic areas, such as one special emphasis program that uses Worker's Compensation First Reports of Injury to investigate falls, struck-by, amputations, and other serious accidents. Other Safety Compliance special emphasis programs include scaffolding, heavy equipment, and trenching, all of which have resulted in increased awareness of safety in the construction industry.

In 2016, VOSH Safety and Health Compliance Officers performed 2,342 inspections. During these inspections over 18,981 hazards were identified and corrected.

In concert with the Health Compliance program, all DOLI compliance officers investigated approximately 474 employee complaints and 262 referrals in the past year. Complaints are often filed by employees themselves, their immediate families or their authorized representatives. Referrals are accepted from other safety or safety-related professionals, such as firefighters, police officers, and fire marshalls, as well as other local, state, or federal agencies.

Fatalities increased with 42 in 2016. The primary single cause of death in the workplace with 17 deaths was due to employees struck by objects, equipment or vehicles.


The second leading cause was being caught-by, caught-in or caught-between objects, equipment or vehicles. These were followed by 8 fall deaths. Tree work continues to prove to be a dangerous occupation but the number of fatalities related to tree work decreased to 2 arborists in 2016 from 3 in 2015.

VOSH continues its multi-lingual efforts to emphasize the importance of delivering workplace safety and health messages to the workers in the Commonwealth.

On August 4, 2016, the Department issued a Public Service Announcement (PSA) warning of a "Surge in Virginia Workplace Fatalities in calendar year 2016:

VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY

PUBLIC SERVICE ANNOUNCEMENT



FOR RELEASE: August 4, 2016

CONTACT: Jennifer Rose
VOSH Safety Program Director
804-786-7776
jennifer.rose@doli.virginia.gov

**SURGE IN VIRGINIA WORKPLACE
FATALITIES IN 2016**

RICHMOND, VA – Commissioner C. Ray Davenport urges greater employer and worker vigilance on occupational safety and health protections after 29 Virginia workers have died of job-related injuries and illnesses through the end of July, 2016. At the close of 2015, 31 employees were victim to workplace fatality – the same number as in 2014.

"In the month of July alone, eight Virginia workers have lost their lives in workplace accidents, devastating families, friends, co-workers and businesses", said Commissioner Davenport. "If this horrific trend in workplace deaths continues, Virginia will experience an 80% increase in fatal accidents investigated by the Virginia Occupational Safety and Health (VOSH) Program in 2016".

In conjunction with the release of the PSA, VOSH undertook an unprecedented outreach program to thousands of Virginia businesses, employees, associations, unions and stakeholders to get the word out about the surge in fatalities and promote immediate best practice steps that could be taken by employers and employees to avoid workplace fatalities, injuries and illnesses.

http://www.doli.virginia.gov/vosh_enforcement/fatalities_intro.html.

At the time of the August 4th PSA, VOSH had investigated 29 fatal accidents, when the average for the two previous entire calendar years had been 31 fatal accidents.

Tragically, but also fortunately, the pace of fatal accidents slowed after the outreach effort and ultimately the number of fatalities reached 42 by the end of the calendar year, still a 35% increase from 2015 and 2014.

Year	Fatalities Investigated by VOSH	Year	Fatalities Investigated by VOSH
2016	42	2010	24
2015	31	2009	33
2014	32	2008	39
2013	36	2007	44
2012	36	2006	55
2011	30	2005	64

VOSH Compliance Programs (Cont.)

The VOSH Health Compliance Division focuses on recognition and evaluation of exposure to occupational health hazards. Industrial Hygiene Compliance Officers conduct workplace inspections to evaluate employee exposure to substances, such as air contaminants or bloodborne pathogens, and work conditions such as noise. The division is also responsible for enforcing VOSH regulations that contain control measures used to reduce employee exposure to such substances and conditions, including engineering controls, e.g., industrial ventilation and enclosures, administrative controls such as employee rotation, hazard communication, and housekeeping, as well as the use of personal protective equipment for a variety of issues, e.g., respiratory protection, hearing protection, and chemical protective clothing. Workplace inspections are generated in a similar manner to those for the VOSH Safety Compliance Division, i.e., through accidents, complaints, referrals, or general schedule inspections.

In addition, the Health Compliance Division continues to focus on the health hazards of silica, asbestos, and lead through special emphasis programs. The Health Compliance Division also has been authorized by the U.S. Environmental Protection Agency to enforce the National Emission Standard for Hazardous Air Pollutants (NESHAP) for the protection of the general public and the environment from asbestos emissions during renovation and demolition activities.

OCCUPATIONAL SAFETY AND HEALTH INSPECTIONS

Calendar Year	2014		Calendar Year	2015		Calendar Year	2016	
	Safety	Health		Safety	Health		Safety	Health
Planned	1,340	337	Planned	1,416	329	Planned	1,148	196
Follow-Up	38	8	Follow-Up	45	9	Follow-Up	23	4
Complaint	232	230	Complaint	249	195	Complaint	243	231
Referral	67	77	Referral	162	65	Referral	184	78
Accident/Fatality/Cat.	50	6	Accident	42	8	Accident	17	1
Other	280	71	Fatality/Cat.	35	2	Fatality/Cat.	40	3
Totals	2007	729	Totals	2,061	656	Totals	1,764	578

VIOLATIONS ISSUED

Calendar Year	2014		Calendar Year	2015		Calendar Year	2016	
	Safety	Health		Safety	Health		Safety	Health
Serious	1,834	694	Serious	2,128	1,498	Serious	1,473	422
Willful	4	2	Willful	14	0	Willful	16	1
Repeat	76	13	Repeat	49	6	Repeat	57	4
Other (OTS&FTA)	689	471	Other(OTS&FTA)	484	875	Other(OTS&FTA)	755	303
Totals	2,612	1,180	Totals	2,675	2,379	Totals	2,301	730

PENALTIES ASSESSED (IN DOLLARS)

Calendar Year	2014		Calendar Year	2015		Calendar Year	2016	
	Safety	Health		Safety	Health		Safety	Health
Penalties	\$1,493,765	\$525,346	Penalties	\$1,761,969.50	\$1,004,151.32	Penalties	\$4,678,428.00	\$664,715.00











VIOLATION INSTANCES AND EXPOSED EMPLOYEES

Calendar Year	2014		Calendar Year	2015		Calendar Year	2016	
	Violation Instances	Exposed Employees		Violation Instances	Exposed Employees		Violation Instances	Exposed Employees
Violation Instances	22,077		Violation Instances	19,257		Violation Instances	18,981	
Exposed Employees	Data Not Available		Exposed Employees	48,894		Exposed Employees	70,027	

VOSH Compliance Programs (Cont.)











Top 10 Most Frequently Cited Standards General Industry

October 2015-September 2016

Symbol	No.	Standard	Description
	1	1910.0305	Wiring methods, components, and equipment for general use Electrical safety. Flexible cords and cables shall be connected to devices and fittings so that strain relief is provided that will prevent pull from being directly transmitted to joints or terminal screws.
	2	1910.0134	Respiratory Protection The employer shall provide a medical evaluation to determine the employee's ability to use a respirator, before the employee is fit tested or required to use the respirator in the workplace.
	3	1910.0147	Lockout/Tagout Control of Hazardous Energy for general industry, outlines specific action and procedures for addressing and controlling hazardous energy during servicing and maintenance of machines and equipment.
	4	1910.1200	Hazard Communication This standard addresses chemical hazards produced in the workplace or imported into the workplace. It also addresses the communication of those hazards to the workers.
	5	1910.0303	General requirements Installation and use. Listed or labeled equipment shall be installed and used in accordance with any instructions included in the listing or labeling.
	6	1910.0022	General requirements Walking-working surfaces. Signage required for the loads approved by the building official.
	7	1910.0146	Permit-required confined spaces This section contains requirements for practices and procedures to protect employees in general industry from the hazards of entry into permit-required confined spaces.
	8	1910.0212	General requirements for all machines Types of guarding. One or more methods of machine guarding shall be provided. Examples of guarding methods are-barrier guards, two-hand tripping devices, electronic safety devices, etc.
	9	1910.0157	Portable fire extinguishers The employer shall provide the education required in paragraph (g)(1) of this section upon initial employment and at least annually thereafter.
	10	1910.0023	Guarding floor and wall openings and holes Every open-sided floor or platform 4 feet or more above adjacent floor or ground level shall be guarded by a standard railing.

Top 10 Most Frequently Cited Standards Construction

October 2015-September 2016

Symbol	No.	Standard	Description
	1	1926.0501	Duty to have fall protection Unprotected sides and edges. Each employee exposed to a fall which is 6 feet or more shall be protected from falling by the use of guardrail systems, safety net systems, or personal fall arrest systems.
	2	1926.0451	Scaffolding general requirements Fall protection on scaffolds. Each employee shall be protected by the use of personal fall arrest systems or guardrail systems meeting the requirements of paragraph (g) (4) of this section.
	3	16VAC25-160	Virginia State Specific standards Toilet and handwashing facilities. One toilet and one handwashing facility shall be provided for each 20 employees or fraction thereof.
	4	1916.0050	Medical Services and First Aid The employer shall ensure the availability of medical personnel for advice and consultation on matters of occupational health.
	5	1926.1053	Ladders The following requirements apply to all ladders as indicated, including job-made ladders. Ladders shall be capable of supporting the following loads without failure:
	6	1926.0100	Head Protection Employees working in areas where there is a possible danger of head injury from impact, or from falling or flying objects, or from electrical shock and burns, shall be protected by protective helmets.
	7	1926.1101	Asbestos This section regulates asbestos exposure in all work as defined including but not limited to the following demolition or salvage of structures, construction, alteration, repair, maintenance, renovation, and housekeeping activities on the site.
	8	1910.1200	Hazard Communication The purpose of this section is to ensure that the hazards of all chemicals produced or imported are classified, and that information concerning the classified hazards is transmitted to employers and employees.
	9	1926.0503	Fall Protection Training The employer shall determine if the walking/working surfaces on which its employees are to work have the strength and structural integrity to support employees safely.
	10	1926.0453	Aerial Lifts Certification of fall protection training. The employer shall verify compliance with paragraph (a) of this section by preparing a written certification record.

Voluntary Protection Program

The Voluntary Protection Program (VPP) concept recognizes that enforcement alone can never fully achieve the objectives of the OSH Act of 1970. Exceptional safety and health management programs that go beyond VOSH standards can protect workers more effectively than simply complying with laws that set minimum safety and health requirements. The Virginia VPP is patterned after the federal VPP and is designed to recognize and promote excellence in employee safety and health management. It is available to employers of all sizes in both the private and public sectors.

The program has two levels of participation, STAR and Merit. STAR participants are a select group of worksites that have designed and implemented outstanding safety and health systems, including full and meaningful employee involvement. Merit participants are those that have demonstrated the potential and willingness to achieve STAR status and are implementing planned actions to fully meet the VPP STAR requirements.

VPP Membership

VPP has rigorous requirements and confers a high level of recognition on certified employers. The program relies heavily on employer self assessments and requires an extensive application process, including submission of written safety and health policies and procedures. Once an employer has successfully submitted an application, final certification requires an intensive, weeklong inspection by a VOSH VPP Evaluation Team. This team will interview employees, review safety and health plans, observe work practices, and verify that the employer has implemented effective safety and health programs. Only those employers that fully meet the eligibility requirements and

who can successfully pass the onsite evaluation will have their facilities certified as STAR worksites.

Benefits of VPP

Virginia VPP acknowledges and fosters a state of the art approach to implementing safety and health systems that prevent serious injuries, illnesses and fatal accidents to employees; while also providing a demonstrative return on investment to businesses that allows them to be more productive, more competitive and more economically viable in a very challenging economy.

Participating in the Virginia VPP assists businesses and government agencies in substantially improving occupational safety and health protections for thousands of employees through voluntary and cooperative efforts; while decreasing insurance premiums, workers' compensation costs, absenteeism, and increasing productivity and competitiveness. Improving productivity and decreasing employers' costs related to maintaining a safe and healthy workplace enhances economic viability, and increases available capital for reinvestment, expansion, and new hiring.

Besides enhanced worker safety and health, there are numerous other benefits that individual VPP sites experience. Collaboration with VOSH has included opportunities to showcase best practices at conferences and workshops or occasions to train with VOSH employees to share the latest efforts in worker safety and health. Active employee involvement in safety can also lead to higher quality production, better general housekeeping, suggestions that translate into improved efficiency and other exceptional business metrics.



DOLI/VADOC Challenge Pilot Program

Continued success at the VADOC has inspired agency management to expand participation in the VPP by establishing a partnership with DOLI. The proposed VPP Challenge project would establish a formal method to prepare and monitor the progress at participating VADOC facilities. The Challenge project could offer a prototype for other employers or other government agencies to replicate the VADOC's achievements. According to Mr. Michael Williford, VADOC Risk Manager, the consistent safety performance at the two STAR facilities has reduced injuries for staff and offenders, resulting in significant cost avoidance which benefits Virginia taxpayers.

"The consistent safety performance at the two STAR facilities has reduced injuries for staff and offenders, resulting in significant cost avoidance which benefits Virginia taxpayers."

Achievements of 2016

In 2016, there were six sites that successfully were recommended for re-approval. Many new sites are preparing for application in the near future. The VPP staff has been very active in supporting VPP sites at numerous safety fairs, conferences, classes, and meetings being held throughout Virginia to educate attendees and promote VPP.

Continuing from last year's success, there were two "Best Practice" Days sponsored by Virginia VPP sites in 2016. In January, Norfolk State University (NSU) in Norfolk, VA, sponsored a "Public Sector" Best Practices Day that covered numerous topics that affected schools, community colleges and universities. Sysco RDC, one of our newest VPP STAR sites, sponsored a first ever "Poultry Processing" Best Practices Day and nearly 100 attendees from poultry producers and processors in Virginia and Maryland paid close attention to the numerous presenters at their site in Front Royal, VA in May 2016.

In February, a Machine Guarding Workshop was held at LSC Communications in Lynchburg, VA. In December, Integrity Windows and Doors hosted a Hand Safety Workshop with presenters from VPP sites near Roanoke, including Integrity Windows, providing insights to the success at their facilities for the attendees in December.



Machine Guarding Workshop



Hand Workshop

Integrity Windows Hand Safety Workshop Topics Included:

- Hand Protection
- Hand Tool Safety
- Hand Injuries: What You Don't Want to Happen
- Standards on Hand Tools and PPE along with Hand and Power Tool Injury Recordkeeping Requirements

Sysco RDC Poultry Processing Best Practice Day Topics Included:

- VOSH Initiative, Temporary Worker Safety, Misclassification of Workers, Consultation Services and VPP
- Warehouse/Powered Industrial Trucks Best Practices
- Unique Energy Isolation and Machine Guarding in Food Processing
- Ergonomic Concerns and Solutions for the Repetitive Work Environment
- Improvements in Ammonia Refrigerant Management (e-PSM)
- Accommodating Workers with Limited English Skills



Poultry Industry Best Practices Day

VPP (Cont.)

Virginia BEST Partnership

The Virginia Associated General Contractors of Virginia (AGCVA) celebrated the signing of the Virginia BEST Partnership Program on October 13, 2016. This represented the culmination of a five year effort in collaborating with AGCVA to develop a unique recognition program that would bestow a similar recognition for construction sites and contractor members. These efforts have resulted in the creation of the Building Excellence in Safety, Health and Training (BEST) program and are a unique model for partnering with exemplary general contractors to improve site safety and provide a vital safety model for this hazardous group of industries.

The BEST Partnership is a unique recognition program that incorporates the four major elements of VPP and bestows three levels of recognition.



DOLI staf and AGCVA members meet prior to the signing to reflect on the achievements and plans for the future



Three Levels of Participation in Virginia BEST:

Level 1 - The basic achievement level in the Virginia BEST program for applicants that develop and implement an effective safety and health management system that meets current VOSH regulatory requirements.

Level 2 - The intermediate achievement level in the Virginia BEST program for applicants having an established safety and health management system that exceeds current VOSH regulatory requirements.

Level 3 - The highest achievement level in the Virginia BEST program for applicants having an exceptional safety and health management system that serves as a model for other construction employers.

Virginia BEST Focus

“Safe jobsites are the most crucial component of construction work. Virginia BEST is designed to reduce employee injuries, improve employee morale and position AGCVA members to be more competitive by becoming the best in class construction companies. This historic program will be the model as every state will want to follow Virginia’s lead in the Virginia BEST program”. - AGCVA’s Chairman, Mike Cagle



Commissioner Davenport signs the new agreement with Mike Cagle, Chairman of AGCVA

Benefits are provided commensurate with the level of participation in Virginia BEST. Participants that achieve Level Three recognition will receive an exemption from planned construction inspections from the VOSH Program, which allows VOSH to focus its limited compliance resources on high injury and illness rate employers.



Commissioner Davenport, DOLI representatives and AGCVA members celebrate the signing of the agreement and the new flag presentation

VPP (Cont.)



VPP Results

Delta Airlines, Cintas, Sysco, Raytheon, Eastman Chemicals, International Paper, Dominion Power and Augusta Correctional Center, are just a small sample of the 43 Virginia employers providing exceptional worksite safety and health protections for over 11,000 employees through the Virginia Department of Labor and Industry's (DOLI) Voluntary Protection Program (VPP) in 2016. With the average cost of a medically consulted workplace injury to an employer of \$42,000 (source: National Safety Council, 2015), the value of providing workplace safety and health protection through VPP becomes self-evident. Sites that participated in Virginia VPP during 2016 averaged more than 50% lower injury and illness rates than their counterparts in their respective industries. Virginia VPP members report improved employee morale, increased productivity and competitiveness, to go along with decreased absenteeism, along with lower workers' compensation costs and insurance premiums.

Objectives for 2016

The following seven objectives are:

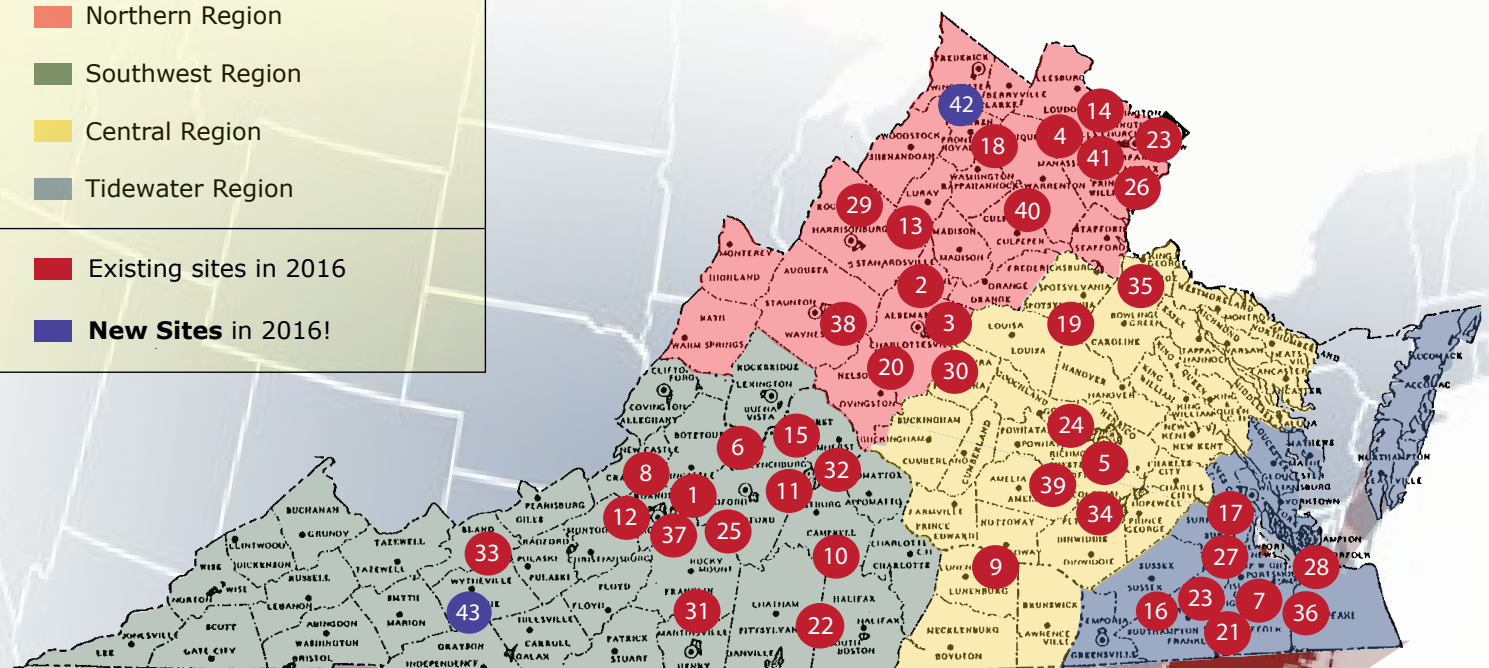
1. Increase the number of active VPP sites in Virginia so that more worksites may achieve the program's results of increased worker safety and health and improved employee morale.
2. Continue the growth of VPP site employee involvement in mentoring other sites which leverages the skills and knowledge of Virginia's employers to help the agency achieve its goals.
3. Develop the DOLI VPP Staff to fully engage VPP sites and interested employers in maximizing the value of VPP to the Commonwealth's workforce.
4. Expand the number of active volunteers. These individuals provide invaluable service to the program as site mentors, evaluation team members, and as advocates for VPP.
5. Support the Virginia BEST (Building Excellence in Safety, Health and Training) strategic partnership with the Associated of General Contractors of Virginia.
6. Implement the DOLI/VADOC Challenge Pilot program to expand the number of correctional facilities qualified to enter the VPP and provide an effective model for other government agencies to develop exemplary safety and health programs.
7. Continue to promote and expand events that provide opportunities to share best practices from VPP sites with interested employers to improve and enhance the quality of the participants' safety and health programs.

VPP Sites for 2016

1. General Electric Controls	Salem	08/27/96	23. Delta Air Lines DCA Station.	Arlington	12/06/08
2. MillerCoors – Shenandoah Brewery	Elkton	06/14/97	24. Fareva Richmond, Inc.	Richmond	04/30/08
3. General Electric Automation & Controls	Charlottesville	07/17/98	25. Integrity Windows and Doors	Roanoke	09/16/08
4. Lockheed Martin	Manassas	11/02/98	26. Covanta Fairfax, Inc.	Lorton	10/29/08
5. International Paper Richmond Container	Richmond	01/22/99	27. Babcock & Wilcox Company	Newport News	02/23/09
6. Veritiv – Lynchburg Division	Forest	02/05/99	28. Raytheon Company - Norfolk Depot	Norfolk	04/30/09
7. BASF Corporation - Suffolk	Suffolk	08/15/01	29. Cargill Turkey Production, LLC Harrisonburg Hatchery	Harrisonburg	12/11/09
8. LSC Communications Roanoke	Salem	11/01/01	30. Tenaska Virginia Generating Station	Scottsville	02/09/10
9. Lunenburg Correctional Center	Victoria	03/01/02	31. CP Films (Subsidiary of Eastman Chemical)	Fieldale	03/24/10
10. Georgia Pacific – Brookneal OSB	Gladys	07/22/02	32. Frito-Lay Transportation	Lynchburg	06/28/10
11. Frito-Lay, Inc. – Manufacturing	Lynchburg	08/28/02	33. ABB, Inc.	Bland	04/12/11
12. Veritiv – Salem	Salem	09/24/03	34. Cintas Location #143 Richmond	Chester	12/12/11
13. Cargill Turkey Production, LLC - Harrisonburg Feed Mill	Harrisonburg	06/02/04	35. NAES Birchwood Power Facility	King George	03/14/13
14. Covanta Alexandria/Arlington, Inc.	Alexandria	09/17/04	36. Cintas Location 391 Portsmouth	Portsmouth	07/15/13
15. LSC Communications Lynchburg	Lynchburg	12/13/04	37. Tecton	Salem	10/05/14
16. NAES – Southampton Power Station	Franklin	12/17/04	38. NIBCO, Inc.	Stuarts Draft	11/05/14
17. Dominion Surry Power Station	Surry	01/18/05	39. Johns Manville - Hamilton Plant	Richmond	02/19/15
18. Toray Plastics (America), Inc. – PEF Division	Front Royal	04/08/05	40. Cintas Location 385 Culpeper	Culpeper	02/25/15
19. Dominion North Anna Power Station	Mineral	04/09/05	41. Raytheon Company Dulles	Dulles	03/09/15
20. Augusta Correctional Center	Craigsville	01/01/06	42. Sysco Northeast Resitribution Center	Front Royal	01/04/16
21. Kraft Heinz Company Planters	Suffolk	07/13/06	43. Quadrant Engineered Plastic Products	Wytheville	04/12/16
22. Huber Engineered Woods, LLC	Crystal Hill	08/21/06			

VPP In Virginia for 2016

- Northern Region
 - Southwest Region
 - Central Region
 - Tidewater Region
-
- Existing sites in 2016
 - New Sites in 2016!



Office of Policy and Planning

The Office of Policy and Planning (P&P) provides planning, program development, and procedural assistance to the Department's Occupational Safety and Health program and its related policy board, the Safety and Health Codes Board. It is also responsible for assisting in the development of regulations, administrative policies and overall strategic planning functions of the Department.

I. MAJOR ACCOMPLISHMENTS DURING CALENDAR YEAR 2016

- Reviewed existing documents and agency plans and developed the new strategic plan for the Department for the upcoming biennium.
- Issued 16 Program Directives for the VOSH Program with an additional 66 Program Directives in development dealing with inspection or enforcement procedures for individual standards, compliance assistance, or specific emphasis programs;
- Continued a multi-year project with the Library of Virginia to revise and update the Records Retention and Disposition Schedule for Department of Labor and Industry records for the Library of Virginia.
- Worked with Region III OSHA to coordinate program policy and regulation and maintenance of the Virginia State Plan for Occupational Safety and Health, including update, error corrections, and maintenance of the federal standards and instructions, recordkeeping logs, and the Automated Tracking System (ATS) Notifications;

II. SAFETY AND HEALTH CODES BOARD SUPPORT AND REGULATORY ACTIONS

During calendar year 2016, the Office of Policy and Planning also provided direct support to one of the Department's two policy boards, the Safety and Health Codes Board, which held a public hearing and a public meeting on 03 March 2016, and another hearing followed by a public meeting on 13 September 2016.

P&P assisted the Board in initiating, adopting, amending and/or approving several regulatory items, including:

A. Adoption of federal OSHA Identical Final Regulations for use by the VOSH Program

- Electrical Safety-Related work Practices, §1910.331 (Subpart S- Electrical); Electric Power Generation,

Transmission, and Distribution; §1910.269 (Subpart R – Special Industries); General, §1926.950 (Subpart V – Power Transmission and Distribution); and Working On or Near Exposed Energized Parts, §1926.960 (Subpart V –Power Transmission and Distribution); Corrections;

- Updating National Consensus Standards –Eye & Face Protection, Final Rule; Parts 1910, 1915, 1917, 1918, and 1926;
- Occupational Exposure to Respirable Crystalline Silica Final Rule;
- Tracking of Workplace Injuries and Illnesses, §§1904.35, 1904.36, 1904.41; Final Rule; and Correction to §1904.35(b)(2); and
- Correcting Amendment to Recording and Reporting of Occupational Injuries and Illnesses-Reporting Fatalities, Hospitalizations, Amputations, and Losses of an Eye as a Result of Work-related Incidents to OSHA, 16VAC25-85-1904.39

B. Non-OSHA Identical Regulatory Action of the Safety and Health Codes Board

- Adoption of Amendment to the Public Participation Guidelines, 16VAC25-11; and
- Correcting Amendment to Recording and Reporting Occupational Injuries and Illnesses-Reporting Fatalities, Hospitalizations, Amputations, and Losses of an Eye as A Result of Work-related Incidents to OSHA, 16VAC25-85-1904.39

C. Subject of Public Hearings

- 16VAC25-60, et seq., Proposed Amendments to the Administrative Regulation for the Virginia Occupational Safety and Health (VOSH) Program, Miscellaneous Changes;
- 16VAC25-200, Proposed Regulation on Virginia Voluntary Protection Program (VPP); and
- 16VAC25-50, Proposed Amendments to Boiler and Pressure Vessel Rules and Regulations



Division of Legal Support

The Division of Legal Support provides general legal and technical support to DOLI's occupational safety and health programs and other programs in the agency as needed. Among its responsibilities are:

- Reviewing and processing VOSH contested cases, significant cases (e.g., pre-citation review of fatality and proposed willful citation cases), formal settlement agreements, administrative search warrant requests, subpoenas for documents and testimony.
- Litigating VOSH contested cases in Virginia Circuit Courts by serving as Special Assistant Commonwealth's Attorneys, or assisting Commonwealth's Attorneys in their prosecution of our cases. (Litigation work is done with the review and approval of the Assistant Attorney General assigned to the Department.)

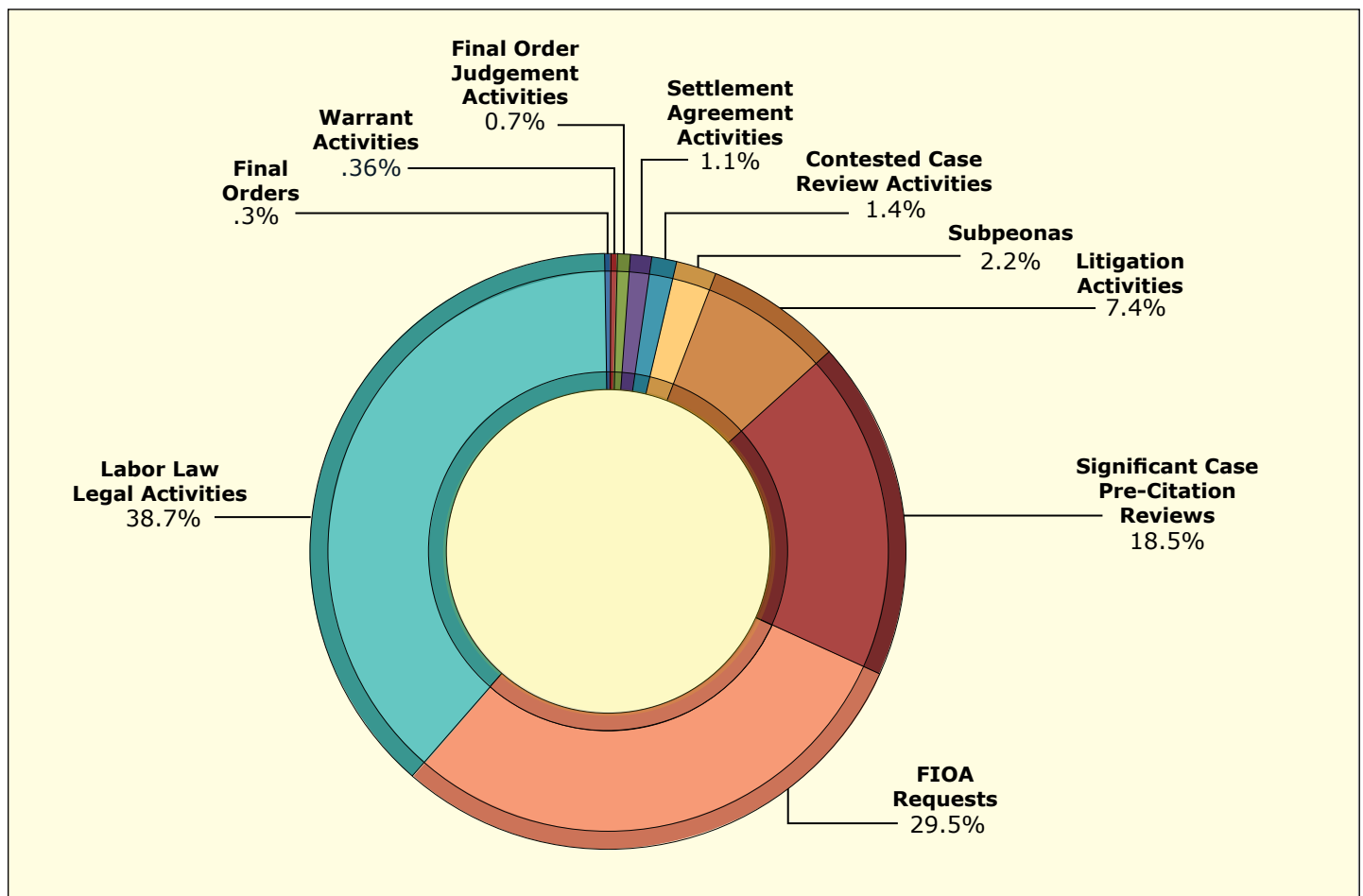
- Processing requests for information under the Virginia Freedom of Information Act.
- Assisting divisions in the development of policies and procedures, regulations, standards, and statutory changes.

Categories

Labor Law Legal Activities	646
Freedom of Information Act Requests	493
Significant Case Pre-citation Reviews	309
Litigation Activities	123
Subpoenas	36
Contested Case Review Activities	23
Settlement Agreement Activities	18
Final Order Judgments Docketed	11
Warrant Activities	6
Final Orders	5
Total	1670

Activities

Division of Legal Support Activities for calendar year 2016:



Division of Administration and Financial Services

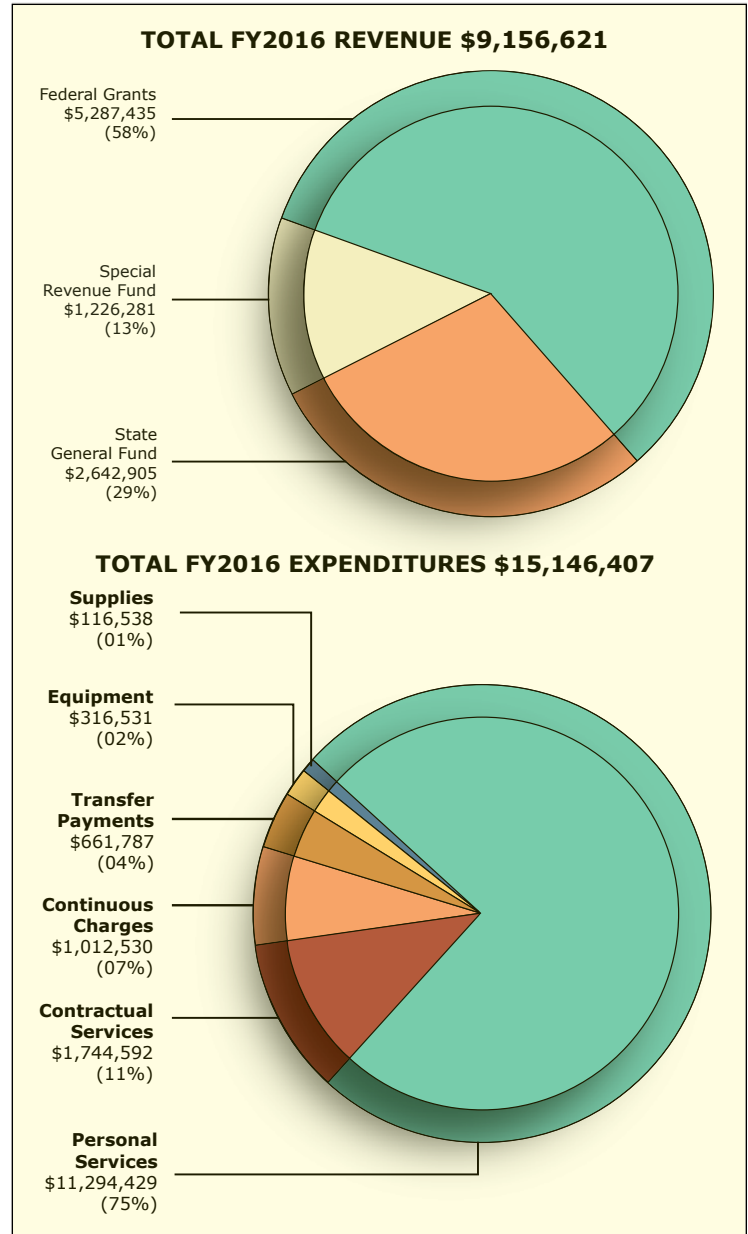
The Division of Administration and Financial Services performs the following Agency-wide functions to support the Agency mission and programs:

- Executive Management;
- Human Resources;
- Accounting, budgeting, financial management and compliance (including grants);
- Information Technology;
- Telecommunications;
- Asset, contract and facilities management;
- Purchasing;
- General service support; and
- Regional/Field Office Administrative Support.

The Department's operating budget for fiscal year 2016 (July 1, 2015 - June 30, 2016) was \$16.16 million (\$9.18 million General Fund, \$6.98 million Non-General Fund) with an authorized employment level of 191 positions. The Department of Labor and Industry's funding came from State General Fund Appropriations, Federal Funds from the U. S. Department of Labor, and Special Revenue Funds from various sources including Indirect Cost Recoveries, Asbestos/Lead Project Permit Fees, Voluntary Protection/Compliance Grant Matching Funds, and Registration fees for the Virginia Occupational Safety and Health Conference.

The Department's programs contributed significant revenues to the state that offset program costs. For fiscal 2016, the Department's revenues represented 60% of annual agency expenditures. (FY2016 Total Revenues \$9,156,621; Total Expenditures \$15,146,407.) These revenues were a combination of fees collected in the Boiler and Asbestos programs, federal grants, and penalties collected by the Department's Virginia Occupational Safety and Health and Labor and Employment Law Divisions.

During State fiscal year 2016, the Department of Labor and Industry maintained a central headquarters, with seven regional and field office sites to provide services throughout Virginia. Despite federal and state funding challenges for agency programs, the Department continued to have a tremendous positive impact by promoting safe and healthy workplaces; protecting children from hazardous employment; developing job training opportunities through registered apprenticeship; supporting best employment practices; and assuring safe operation of boiler and pressure vessels.



Descriptive Note:

Personal Services - Includes Salaries/Fringe Benefits.

Contractual Services - Includes Virginia Information Technology Infrastructure and Telecommunications Expenses, Postage, Training, Travel, and other contractual services.

Supplies - Includes General Office Supplies.

Transfer Payments - Includes Federal Indirect Cost Accounting Entry.


Continuous Charges - Includes Building and Equipment (Copier) Rentals and Workers Compensation Insurance.

Equipment - Includes Office Furniture and Field Equipment.

Division of Human Resources


The Division of Human Resources (DHR) goal outlines our ongoing commitment to recruit, develop, and retain a competent, dedicated, and diverse workforce that provides high quality programs and services designed to promote the safety and wellbeing of Virginia’s workers

Veteran’s Services




In 2016, DOLI became a V3 certified agency. The Virginia Values Veterans (V3) Program is a Commonwealth of Virginia, Department of Veterans Services Program. The program helps employers understand, design, and implement nationally recognized best practices in recruiting, hiring, and retaining Veterans.

Certifications



DOLI requested official certification through the V3 program because we understand the value a qualified Veteran brings to a civilian workforce. DOLI believes Veterans, to include serving Guardsmen and Reservists, will continue to play an essential role as a critical part of a competent and successful workforce.

Wellness




In support of the Commonwealth’s CommonHealth initiatives and to promote wellness, DHR participated in several programs aimed at keeping our employees physically fit and in good health—Breathe Well, Move It VA, Dial It Down, and Get a Grip.

Recognition Programs




Because our highly valued employees are DOLI’s most important asset, the DHR coordinates several recognition programs. An important focus again this year was the Service Award Recognition Program and receptions held at each Regional Office and Headquarters for the purpose of recognizing those who met milestone years of service as well as to acknowledge employees for their continued hard work and service to the agency. We also coordinated our Employee Recognition Program, which includes the STAR Awards, awarded to DOLI employees who exhibited “STAR” quality work and a job well done. In addition, we celebrated Public Service Week through a variety of programs and activities in honor of those who diligently serve the citizens of the Commonwealth.

Awards



At the Virginia Workforce Conference on September 28, 2016, DOLI was the recipient of the Governor’s Award for Small State Agencies. The Governor’s Awards are presented to the agencies whose Veteran hiring efforts have gone above and beyond, as demonstrated by the total number of annual hires. The award was presented by Governor Terence R. McAuliffe, and received on behalf of Commissioner Davenport by Warren Rice, Director of Consultation Services. DOLI was represented at the awards by Warren Rice, Courtney McBurney, Joseph Rick, and James Fulks who are all Veterans.

Training



Training and career development opportunities for employees continue to be an important component of our recruitment and retention strategies. DHR encourages personal and professional development and supports educational opportunities for its staff as a reflection of a commitment to life-long learning. By taking advantage of no-cost seminars, training sessions, and forums we have continually increased our knowledge base as well as remained current on changes in the HR field.

Finally, the DHR coordinated the agency’s Commonwealth of Virginia Campaign for 2016, supporting Virginia charitable organizations. Together we made a difference; DOLI employees contributed over \$3,500.00 during the 2016 Campaign.

DOLI Office Locations

The Virginia Department of Labor and Industry has a Headquarters located in Richmond, and Regional and Field Offices located throughout the state.



Headquarters Office

Main Street Centre Bldg.
600 East Main Street, Suite 207
Richmond, Virginia 23219
Phone: (804) 371-2327
Fax: (804) 371-6524



Regional Offices

Central Virginia Regional Office

North Run Business Park
1570 East Parham Road
Richmond, Virginia 23228
Phone: (804) 371-3104
Fax: (804) 371-3166

Tidewater Regional Office

Interstate Corporate Center, Building 6
6363 Center Drive, Suite 101
Norfolk, Virginia 23502
Phone: (757) 455-0891
Fax: (757) 455-0899

Northern Virginia Regional Office

9400 Innovation Drive, Suite 120
Manassas, Virginia 20110.
Phone: (703) 392-0900
Fax: (703) 392-0308

Southwest Regional Office

Brammer Village
3013 Peters Creek Road
Roanoke, Virginia 24019
Phone: (540) 562-3580
Fax: (540) 562-3587



Field Offices

Abingdon Field Office

The Johnson Center
468 East Main Street, Suite 114
Abingdon, Virginia 24210
Phone: (276) 676-5465 Ext. 101
Fax: (276) 676-5461

Verona Field Office

201 Lee Highway
Verona, Virginia 24482
Phone: (540) 248-9280
Fax: (540) 248-9284

Lynchburg Field Office

3704 Old Forest Road, Suite B
Lynchburg, Virginia 24501
Phone: (434) 385-0806 to 09
Fax: (434) 385-0848

Abingdon
Field Office



Southwest
Regional Office



Lynchburg
Field Office



Headquarters
Office
Richmond



Central Virginia
Regional Office



Tidewater
Regional Office



Northern Virginia
Regional Office



Verona
Field Office

