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# VIRGINIA DEPARTMENT OF LABOR AND INDUSTRY

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Agency Overview  
November 6, 2012

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Commissioner

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**VIRIGNIA DEPARTMENT OF LABOR AND INDUSTRY**  
**Main Street Centre**  
**600 East Main Street, Ste 207**  
**Richmond, VA 23219**

**A BRIEF AGENCY OVERVIEW**

Agency Mission:

*It is the mission of the Virginia Department of Labor and Industry to make Virginia a better place in which to work, live, and conduct business. We will achieve this goal 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.*

**Registered Apprenticeship:**

Registered Apprenticeship is a method of gaining skills and a nationally recognized credential by on-the-job work experience and related instruction. DOLI is the registration and certification agency. VCCS has oversight for related instruction whether it is taught in a technical center, Community College, on-line, or on-site.

Sponsors range from very large The Apprenticeship School at Newport News Shipbuilding, Norfolk Naval Shipyard, VA National Guards to large and small electrical, plumbing, machining contractors, advanced manufactures, cosmetologist, dispensing opticians, and joint training committees.

Registered apprenticeships are usually 3-4 years in length. The employer or sponsor works with our representatives to develop the work processes for the skill sets that are necessary to their industry and individual requirements.

Advantages include higher retention, a safer, knowledgeable worker, lower entry level pay based on existing skills and level of occupational education. Although we do not have data to prove this; employers have told us that by using Registered Apprenticeship worker compensation claims are reduced along with lost days of productivity.

Registered Apprenticeship is flexible, proven since 1937, and an inclusive method of producing a skilled and credentialed workforce in the Commonwealth.

## **Voluntary Protection Program (VPP):**

VPP is patterned after the federal OSHA 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. Virginia currently has 40 VPP sites (see attached list of local, national and multi-national companies involved in Virginia's program).

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, and an onsite review by a team of safety and health experts from government and private industry.

According to federal OSHA, the average VPP worksite has a Days Away Restricted or Transferred (DART) case rate of 52% below the average for its industry. These sites do not usually start with such low rates. Reductions typically begin when the worksite commits to the VPP approach to safety and health management and the challenging VPP application process.<sup>1</sup> Reductions in injury and illness rates can translate into significant cost savings to employers.

- One Virginia company that is in the later stages of the application process has seen its total expenditures on workers' compensation claims reduced as follows:
  - 2008                      \$293,481.70
  - 2009                      \$47,346.31
  - 2010                      \$6,651.36

### **Total reduction of 98%.**

The company's average cost per workers' compensation claim has been reduced as follows:

- 2008                      \$12,937.62
- 2009                      \$8,489.82
- 2010                      \$2,999.38

### **Total reduction of 77%.**

- The Commonwealth has already accrued substantial direct budgetary benefits with VPP in the public sector. Virginia operates the only program in the country with two correctional facilities in VPP. Virginia Department of Corrections (VDOC) Lunenburg and Augusta Correctional Centers have already saved the Commonwealth millions of dollars in direct and indirect costs. Based on the success of VPP at the first two facilities, VDOC is setting up process that they hope results in VPP applications for 30

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<sup>1</sup> [http://www.osha.gov/dcsp/vpp/all\\_about\\_vpp.html](http://www.osha.gov/dcsp/vpp/all_about_vpp.html)

more correctional facilities. Statistics provided by the Virginia Department of Corrections Lunenburg Correctional Center (LCC) VPP site showed a 1.5 million dollar savings for the facility in the five year period of 2002 to 2006. Additional analysis by VDOC demonstrates the value of VPP participation for state agencies:

- “A financial analysis on the incurred workers’ compensation costs was conducted for Lunenburg Correctional Center (LCC). The analysis covered the time period by fiscal year for 01 through 09. For FY 09 the analysis ran through May 13, 2009. LCC received their Star certification on February 1, 2001. The analysis was converted to an incidence rate as incurred dollars per 100 filled FTEs. Data for the analysis was extracted from the Avizent data base maintained by the Commonwealth’s Workers’ Compensation third party administrator. **The analysis reflects a 98% rate reduction from FY 01 thru May 13 of FY 09.**

In a comparative analysis with like Virginia prisons of the Medium Security Dormitory design (MSD), Lunenburg Correctional Center (LCC) incurred 57% fewer workers’ compensation costs than the average of other MSDs for the analysis period. If all five MSDs used in the analysis had been Star certified during the analysis period and had achieved similar results to LCC, the potential savings could have been \$3,007,334 in direct (insured) costs and \$10,405,377 indirect costs for a total of approximately \$13.5 million.” (Emphasis added).

### Virginia Voluntary Protection Program

<b>Virginia Star Worksite Companies</b>	<b>Location</b>	<b>Type</b>	<b>Date of Approval</b>
Polymer Group, Inc.	Waynesboro	Star	03/12/2012
Cintas Location #143	Chester	Star	12/12/2011
ABB, Inc. Dry Type Transformers	Bland	Star	4/12/2011
Frito-Lay, Inc. Transportation Center	Lynchburg	Star	06/28/2010
CPFilms, Inc	Fiedale	Star	03/24/2010
Tenaska Virginia Generation Station	Scottsville	Star	02/09/2010
Cargill Turkey Production-Harrisonburg Hatchery	Harrisonburg	Star	12/11/2009
Raytheon Technical Services	Norfolk	Star	04/30/09
Babcock and Wilcox Power Generation Group	Newport News	Star	02/23/09
Covanta Energy - Fairfax	Lorton	Star	10/29/2008
Integrity Windows and Doors, Inc.	Roanoke	Star	09/16/2008

Fareva Pharmaceuticals Plant B (Darbytown)	Richmond	Star	04/30/08
Cargill Meat Solutions	Timberville	Star	8/09/2007
Delta Air Lines - Washington National Airport	Arlington	Star	12/06/2006
BlueLinx Corporation	Richmond	Star	8/21/2006
Huber Engineered Woods, LLC	Crystal Hill	Star	7/13/2006
Kraft Foods' Planters Peanuts	Suffolk	Star	4/24/2006
Augusta Correctional Center	Craigsville	Star	1/1/2006
BlueLinx Corporation	Virginia Beach	Star	4/9/2005
Dominion Generation, North Anna Power Station	Mineral	Star	4/8/2005
Toray Plastics America	Front Royal	Star	1/28/2005
Continental	Newport News	Star	1/18/2005
Dominion Generation, Surry Power Station	Surry	Star	12/17/2004
NAES Southampton Power Station	Franklin	Star	12/13/2004
RR Donnelly, Inc.	Lynchburg	Star	12/13/2004
Covanta Energy - Alexandria	Alexandria	Star	9/17/2004
Cargill Turkey Products - Feed Mill	Harrisonburg	Star	6/2/2004
Xpedex - Roanoke Division	Salem	Star	9/24/2003
Frito-Lay, Inc.	Lynchburg	Star	8/28/2002
Georgia Pacific - Brookneal OSB	Gladys	Star	7/22/2002
Lunenburg Correctional Center	Victoria	Star	3/1/2002
RR Donnelly, Inc.	Salem	Star	11/1/2001
BASF Specialty Chemicals	Suffolk	Star	8/15/2001
Unifin Chesapeake	Chesapeake	Star	08/02/2000
Xpedex - Lynchburg Division	Lynchburg	Star	2/5/1999
International Paper -Richmond Container Plant	Richmond	Star	1/22/1999
Lockheed Martin NE&SS Undersea Systems	Manassas	Star	11/2/1998
General Electric - GE Intelligent Platforms	Charlottesville	Star	7/17/1998
MillerCoors - Shenandoah Brewery	Elkton	Star	06/14/1997
General Electric - GE Energy	Salem	Star	6/27/1996

### **Boiler and Pressure Vessel Safety:**

The primary objective of the Division is to protect life and property through regular inspections of boiler and pressure vessel equipment and to ensure compliance with state laws and regulations that govern the construction, installation, operation, maintenance, and repair of boilers and pressure vessels.

### **Labor Law Division:**

Primary objectives of our Labor Law Division are to assure that young people entering into the workforce are safe and paid properly. And that their first work experience is a positive one which will lead to future contributions to the Commonwealth.

Theatrical permits are issued by this division with the objective that young actors still are receiving their education in a safe and moral environment.

### **Consultation Services:**

This division provides safety and health consultation to private and public sector employers with priority given to high hazard companies with 250 or few employees.

### **Division of VOSH Compliance:**

This division conducts over 3,000 safety and health inspections per year in construction and general industry and identifies and assures correction of 20,000 to 25,000 workplace hazards annually. Inspections are conducted in response to accidents, complaints, referrals; supplemented by planned inspections in industries with high injury and illness rates, or directed at certain workplace hazards of particular concern in Virginia.

Health inspections focus on recognition and evaluation of exposure to occupational health hazards. Workplace inspections are conducted to evaluate employee exposure to substances or work conditions such as air contaminants, noise, and blood borne pathogens. Special emphasis programs are directed to silica, asbestos, and lead.

Over 95% of Virginia's regulations are identical to that of federal OSHA, but Virginia does have a limited number of unique state regulations to address hazards that are of particular concern in the State. The most recent unique regulation was adopted at the request of and in cooperation with the Virginia tree care industry, and is based on the American National Standards Institute (ANSI) Safety Requirements for Arboricultural Operations standard, ANSI Z133.1-2006, giving Virginia the first comprehensive safety standard for arborists and tree care specialists in the country.

**The Department's Division of Legal Support:**

The purpose is to provides general legal and technical support to DOLI's occupational safety and health programs and other programs in the agency as needed.

**For additional information, brochures, and PSA announcements please visit our website [www.doli.virginia.gov](http://www.doli.virginia.gov) or contact any member of our agency.**

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