

# The Cope...



## INCMA's Monthly Newsletter

November 2019

### SILICA ENFORCEMENT \$270,000 FINE

OSHA announced last month it had cited an Ohio foundry \$270,048 in penalties for 3 repeat and 18 serious health violations. The fine represents the largest silica foundry citation to date since enforcement of the silica rule went into effective in June 2018. Specific violations included:

- Lack of written exposure control plans;
- Exposing employees to crystalline silica above the permissible exposure levels - 33 exposures over the silica permissible exposure level (PEL) – including failure to provide respiratory protection for these jobs and to require respiratory protection inside the Regulated Areas for these jobs;
- Failure to establish Regulated Areas;
- Failure to establish a medical surveillance program;
- Failure to initial exposure assessments;
- Failure to do employee notification within 15 days of previous air sampling results
- Use of dry sweeping in one area of foundry;
- Use of compressed air to clean clothing and work surfaces;

- No labeling of containers with silica warning including sand silos and hoppers; and,
  - Failure to train the employees on OSHA's silica standards
- Other safety violations included: failure to develop lockout/tagout control procedures; exposing employees to fall and electrical hazards; and, not utilizing adequate machine guarding.



### NLRB AND SOCIAL MEDIA

The National Labor Relations Act (NLRA) protects the rights of employees to come together to address conditions of employment with or without a union. Those protections extend to certain work-related conversations conducted on social media platforms. Recently, the NLRB released an advice memorandum addressing policies that regulate employees' online behavior. [Click here for more information.](#)

### MARK YOUR CALENDAR INCMA'S 2020

LEGISLATIVE SUMMIT  
INCMA will hold its 2020 Legislative Summit on January 29th in Indpls. Please plan to attend to learn about critical foundry issues and talk with your legislative representatives.

### ANNUAL HOOSIER SURVEY RELEASED

The Bowen Center for Public Affairs at Ball State has produced the 12th annual Hoosier Survey. The Survey is designed to provide Indiana citizens and policymakers with a measure of public opinion on current issues facing our state in the coming year. The results of this non partisan survey are delivered to every member of the General Assembly and top state administration officials so that lawmakers can gauge public views about issues they are likely to face in the upcoming legislative session. A few of this year's findings include:

\*Local Job Opportunities  
Nearly two-thirds of Hoosiers (64%) reported there are plenty of jobs available in their community, compared to 25% who reported

jobs are difficult to find.

\*Property Tax Caps:  
Hoosiers were asked whether the impact of the property tax caps had been positive or negative for their community. 41% said the tax caps had not had much of an effect on their community. About a quarter said the tax caps had been mostly positive; 15% said they had been mostly negative.

\*Federal Role in Health Insurance: About 41% of Hoosiers said that providing health coverage is a responsibility of the federal government, with 17% favoring a single-payer system and 24% favoring a continued mix of private insurance and government programs. About 50% said that providing this insurance is not a responsibility of the federal government, including 42% who expressed support for continuing Medicare and Medicaid and 6% who said the federal gov't should not be involved at all. [Click here to view the entire survey and results.](#)

**INCMA**  
Phone: 317-974-1830  
[INCMAoffice@ameritech.net](mailto:INCMAoffice@ameritech.net)  
[www.INCMA.org](http://www.INCMA.org)

*...and Drag*